UNITED
NATIONS

CEDAW

Convention on the Elimination of All Forms of Discrimination against Women

Distr.
GENERAL

CEDAW/C/ARG/4
8 February 2000
ENGLISH
ORIGINAL: SPANISH

COMMITTEE ON THE ELIMINATION OF
DISCRIMINATION AGAINST WOMEN

CONSIDERATION OF REPORTS SUBMITTED BY STATES PARTIES UNDER ARTICLE 18 OF THE CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN

Fourth periodic reports of States parties

ARGENTINA*

* The present report is being issued without formal editing.

For the initial report submitted by the Government of Argentina, see CEDAW/C/5/Add.39, considered by the Committee at its seventh session. For the second periodic report submitted by the Government of Argentina, see CEDAW/C/ARG/2 and Add.1-2, considered by the Committee at its seventeenth session. For the third periodic report submitted by the Government of Argentina, see CEDAW/C/ARG/3, considered by the Committee at its seventeenth session.

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1. GENERAL

Introduction

This fourth report of the Republic of Argentina covers the period between 30 August 1996 and October 1999 - a period marked by consolidation of the advances made over the last decade.

Over the last 10 ten years, President Carlos Menem has promoted and supported a resolute and consistent policy for the elimination of discrimination against women. The most important achievements of his administration in this regard have been the following: the creation of the National Women's Council; the Quotas Act on women and the efforts of the National Women's Council to establish the Act's legitimacy and thus ensure its fulfilment; the constitutional ranking accorded to the Convention on the Elimination of All Forms of Discrimination against Women; the incorporation, in the National Constitution's section on New Rights and Guarantees, of positive action measures for access to elective offices promoting equal opportunities for men and women; the creation of Women's Offices within the provinces; the Plan for Equal Opportunities in the Workplace; and the Federal Plan for Women, currently being introduced into law.

At the seventeenth meeting of CEDAW, held on 22 July 1997, the Committee examined the second and third reports of the Republic of Argentina, which covered the periods 1 October 1991 to 30 August 1993, and 1 September 1993 to 30 August 1996, respectively.

The Argentine delegation, represented by the Chairperson of the National Women's Council (CNM), Ms. Ester Schiavoni, made its presentation; replied, in oral and written form, to the 83 questions sent in advance by the Committee; and brought up to date the information contained in those questions.

The Committee's report on this seventeenth meeting, referring to the Republic of Argentina, noted in its introduction that our country's delegation had reaffirmed its Government's firm decision to pursue the development of a policy designed to promote women's equality and to guarantee full implementation of the Convention. The report also included 16 Suggestions and Recommendations. The Argentine President, Dr. Carlos S. Menem; the Head of the Cabinet of Ministers, Dr. Jorge Rodriguez; and all members of the National Cabinet were informed of these Suggestions and Recommendations, which were also published in the Rivista CNM (CNM Review), both in paper form (one hundred thousand copies were distributed throughout the country) and on the CNM's Web site.

In order to implement the Recommendations of the CEDAW Committee, the Government, acting through the National Women's Council, as the executive agency, has implemented the Office of the Presidency's Federal Plan for Women, which provides the broad context for the Government's efforts to fulfil its commitment to enforcing application of the Convention throughout the country and to the Beijing Platform for Action. The Federal Plan for Women was initiated in 1999. This is a three-year plan with a budget of 15 million dollars. The first phase of the plan is currently being implemented in five provinces.

Under Decree No. 17/99, the loan contract between the Government and the Inter-American Development Bank was approved. The loan, intended to finance the Federal Plan for Women, was for a total of 7.5 million dollars. The Government will make up the remaining 50 per cent.

The goal of the Federal Plan for Women is to strengthen the institutions of the Women's Offices at the national, provincial, and municipal levels. It seeks to develop the political, technical, and operative capacities that are essential to the design, formulation, follow-up, and evaluation of public policies aiming to promote equality between men and women. It is a plan for structural equality, in the sense that it will provide the women's offices in all jurisdictions with identical equipment, training, and technical assistance, thereby enabling them to develop their capacities for the realization of plans, programmes, and activities aimed at promoting equality. Thus, in the case of a federal country like Argentina, its effect is to promote decentralization.

The main goal of the Federal Plan for Women is to improve the formulation, follow-up, and evaluation of public policies and programmes, with the aim of advancing the situation of women in Argentina. Its specific goals are the following:

1. To equip women's agencies with the powers and the tools they need in order to help other public agencies - both governmental and non-governmental - to incorporate a gender approach in their policies and programmes.

2. To promote a more effective role for the agencies of civil society in the definition and strengthening of priority policies and programmes for women.

Over the long term, the following results will be observed:

- more effective coordination of the goals and recommendations of the National Policy on Equal Opportunities with the various sectoral policies and programmes, at national and provincial levels.

- improved incorporation of the recommendations contained in the National Policy on Equal Opportunities in national and provincial laws and legislation.

- the promotion of greater awareness of the theme of equal opportunity and gender equity at the various authorities responsible for formulating policies.

- more effective implementation of the National Policy on Equal Opportunities, at national and provincial levels.

- increased effectiveness of the actions carried out by the authorities responsible for implementing the National Policy on Equal Opportunities, at national and provincial levels.

- increased effectiveness of the actions carried out by the Organizations of Civil Society (OSCs) in the promotion and implementation of the National Policy on Equal Opportunities, at national and provincial levels.

Federal Programme for Women, IADB loan 1133/OC-AR

In view of its highly unusual nature, its extension to all provincial jurisdictions, and the fact that it represents a pilot project, both for the country and for the Inter-American Development Bank, it would seem appropriate to describe the programme in greater detail and to outline its present state of execution.

Description

The programme comprises two main components:

1. Institutional strengthening

2. Support for local initiatives.

I. Institutional strengthening

This component covers the funding of activities, and comprises three subcomponents:

(a) Institutional strengthening of the National Women's Council (CNM)

The goal of this subcomponent is to strengthen the capacities that the CNM needs in order to fulfil its role as the institution responsible for coordinating national policy on women and as the institution responsible for executing the programme by funding the following activities:

1. The training of CNM managers, the members of its Directorate and of its Federal Council, as well as its professional and technical staff, through seminars and workshops.

2. The provision of technical assistance in order to help define the methodology and the methodological tools required to facilitate adequate follow-up and evaluation of public policies and programmes from a gender perspective, in accordance with the goals set out under the national plan on equal opportunities.

3. Activities designed to raise the awareness of, and to train those employees of the legislative and executive authorities who are involved in helping to incorporate a gender perspective in the design of legislation and in the actions of ministries and departments in sectors considered key to the introduction of the national plan on equal opportunities.

4. The provision of technical assistance to the pertinent ministries or departments, to enable them to report on the situation of women in Argentina in

five priority areas: education, health, work, poverty, and leadership/participation in decision-making.

5. The realization of regional and international events and the promotion of regional training workshops, allowing for the exchange of experiences and good practices, on how to formulate and monitor sectoral programmes and public policies from a gender perspective.

6. The updating and strengthening of the communications strategy, and of its follow-up and evaluation by the CNM, with respect to the gender theme, and the realization of consultation and awareness-raising seminars featuring representatives of national radio and television stations and the national press

7. The training of CNM managers, the members of its Directorate and of its Federal Council, as well as its professional and technical staff, through seminars and workshops on themes such as gender analysis, conflict negotiation/management and resolution, lobbying, leadership, and consultation and public bargaining techniques.

8. The improvement of the CNM's technical planning and management ability, through seminars and workshops, and of the development of monitoring and valuation methodologies and techniques for gauging progress made by the national plan on equal opportunities.

(b) Institutional strengthening of the Provincial Women's Offices (AMPs)

The goal of this subcomponent is to improve the political, technical, and management capacities of the AMPs through implementation of the two Institutional Strengthening Modules:

(i) Basic Institutional Strengthening Module (FIB)

(ii) Expanded Institutional Strengthening Module (FIA)

The only AMPs that may participate in the programme are those from provinces that have concluded the participation agreement with the CNM. During the first phase of the programme (pilot phase), only those provinces selected for this phase may request funding of the Institutional Strengthening Modules. During the programme's second year of implementation, and following evaluation of the first phase, funding will be provided for the institutional strengthening activities of the remaining AMPs.

(i) Basic Institutional Strengthening Module (FIB)

The FIB will be used to help improve the political, technical, and management capacities of the AMPs.

In order to provide support for the improvement of the political capacity of the AMPs, the FIB comprises:

1. training workshops for formulation and follow-up of public policies and plans for the promotion of equality within each respective province,

facilitating its coordination with the national plan on equal opportunities and other policies within the national context;

2. the provision of technical assistance and consultancy services to the AMPs in the formulation, review, and coordination of plans seeking to promote equality, of public policies, and of sectoral programmes, in conjunction with other provincial public entities and OSCs;

3. training workshops for representatives of the advisers, managers, and staff of the AMPs, OSCs, and provincial and municipal governments that collaborate with the AMPs, on gender analysis, conflict negotiation/management and resolution, lobbying, leadership, and methodologies for consultation and bargaining.

4. advisory services for AMPs regarding the development, follow-up, and evaluation of a communications strategy and plan, coordinated together with the national strategy defined and implemented by the CNM and aimed at the managers, professional staff, and advisers of the AMPs, on themes such as: use of the media, treatment of the themes of women and gender in the media, development of communications, strategies for intervention with the media, marketing to the public, and the production of communications materials.

In order to improve the technical and management capacity of the AMPs, the FIB includes:

1. training workshops aimed at the managers, advisers, and professional staff of the AMPs, representatives of agencies of civil society and of provincial an municipal governments that collaborate with the AMPs, on strategies and fund-raising techniques and the preparation and design of programme proposals;

2. technical assistance for the AMPs in setting up a strategic planning system;

3. training workshops and events for the exchange of experiences, good practices, and lessons learned among the AMPs and the CNM; and

4. provision of the staff and equipment required to ensure the institutional functioning of the AMPs.

(ii) Expanded Institutional Strengthening Module (FIA)

The FIA must respond to the specific characteristics and needs of each province, ensuring follow-up to, and/or expansion of the capacities strengthened under the FIB. The provision of technical assistance and training to the AMPs will take into account the priorities of each province through sectoral policies specific to the region in question. The AMPs must present their proposed FIA modules to the CNM for evaluation and selection. The proposed modules must indicate who will benefit from the activities set out in the FIA.

Among the activities envisaged under the FIAs are the following:

1. technical assistance, training, and other activities resulting from strategic planning (e.g. special courses for members of staff, training workshops in priority areas);

2. technical assistance designed to consolidate the institutionalization of the AMPs in areas such as: administrative structure, legal structure, and funding strategies;

3. strengthening of priority programme areas that will make it possible to complement at a provincial level efforts to mainstream a gender perspective, which will be carried out by the CNM at a national level;

4. support for the development of strategies together with the Municipal Women's Offices, at their initiative.

(c) National Women's Information System (SNIM)

The goal of this subcomponent is to develop an information system within the CNM and to implement the system in those provinces that conform to the programme. If there is nobody available to be trained by the AMP to implement this subcomponent, the subcomponent will not be funded in the province concerned. Support will be provided for the development of the SNIM, as a technical and institutional support for access to and dissemination of the information required to formulate and monitor public programmes from a gender perspective at national and provincial levels. Funding will also be provided for the purchase of the necessary equipment.

Actions carried out in support of the SNIM will seek to:

1. facilitate access to and dissemination of information among institutions and users at regional and national levels, using a networking strategy (via e-mail or Internet);

2. promote decentralization of the system, ensuring that the system remains compatible at a national level, but also encouraging evaluation and diagnostic activities from the regional and provincial perspectives;

3. disseminate the information produced, creating inter-institutional support strategies that facilitate access to available resources and expertise;

4. facilitate an exchange of experiences among users and the public, the coordination of actions, and the integration of sectoral and regional perspectives through new communications networks; and

5. promote and support the development of indicators and methodologies that will enable diagnosis and evaluation to be carried out from a gender perspective, among institutions responsible for gathering, producing, and disseminating socio-economic data.

Technical support will be offered to the CNM to set up and maintain permanent systems for the monitoring and evaluation of policies, plans, and programmes designed to promote equal opportunity, and to design, coordinate, and implement the Internet and Intranet, with a view to ensuring the coherence and integrity of the SNIM.

(a) Development of the Internet:

Support will be provided for the strengthening of an Internet, linking agencies involved in producing information about the various social and economic areas of government at a national level. Those agencies include the National Statistical and Census Institute (INDEC); Ministerial Statistical Offices; the System for Information, Monitoring, and Evaluation of Social Programmes (SIEMPRO), and legislative and legal authorities. The goal is to implement strategic actions with a view to incorporating a gender perspective within the production, treatment, and dissemination of information. The following activities are envisaged:

1. a working meeting will be held for representatives of the Internet (those producing information at a national level), in order to evaluate the situation at the statistics agencies and to develop the SNIM; and

2. the design and incorporation of indicators that use a gender perspective in household and social surveys on poverty.

(b) Development of the Intranet:

Support will be provided for the creation of an SNIM Intranet, integrated by the AMPs, the Provincial Statistics Offices, and the Organizations of Civil Society (academic bodies and other bodies specializing in this area). Activities designed to develop the Intranet include:

1. training in the production, implementation, use, and dissemination of information from a gender perspective;

2. use of consultants to gather information about policies and programmes directed at women, at a provincial level; and

3. use of consultants to set up and/or improve reference and information services about women at the AMPs.

II. Support for local initiatives

The aim of this component is to complement the actions aimed at the institutional strengthening of the AMPs and to promote the participation of the Organizations of Civil Society in the programme.

Funding will be provided for the following initiatives, among others:

1. research into priority areas at the provincial level;

2. evaluation of the impact of social programmes from a gender perspective;

3. raising the awareness of senior managers and/or Civil servants about the gender issue and about equal-opportunity plans; and

4. activities to provide training and technical assistance to public institutions and civil society in the formulation, implementation, and evaluation of programmes from a gender perspective.

Proposals may be made by institutions that belong to the participating province, have legal status, have concluded a participation agreement with the CNM, and fulfil the other eligibility requirements provided for in the Operating Regulations.

The AMP will issue a notification at the regional level, specifying the characteristics and criteria for the eligibility of proposals, in accordance with the requirements of the Operating Regulations. Interested institutions may then present their proposals to the AMP located in its province. A shortlist of proposals will then be drawn up by the AMP, in conjunction with the appropriate Technical Advisory Group (GTA). The shortlisted proposals from each jurisdiction will then be submitted to the National Executory Unit (UEN), and thereafter to the Bank, for its non-objection.

The UEN, together with the National Technical Committee, will select the proposals that will receive funding, in accordance with the following criteria: (i) that the proposal in question does not duplicate elements of other programmes implemented at a provincial level; (ii) that the proposal correspond to the provincial priorities identified through provincial diagnostic assessment; and (iii) that it offer the lowest cost for the same technical conditions. Selection will be made on the basis of a points system.

Organizations whose proposals receive funding must submit a final report to the appropriate AMP, which will in turn forward the report to the UEN, for final approval by the UEN and by the Bank.

III. Organization and implementation of the programme

Under the programme, priority must be given to measures needed to ensure the institutional strengthening of women's agencies at a provincial level. Provinces participating in the programme must retain a permanently constituted institutional authority known as a Provincial Women's Office (AMP). As part of the local-government structure, the AMP will be responsible for the theme of women and gender.

The women's agency in Buenos Aires is under consideration as a possible AMP. In the case of those provinces that do not have an AMP, or that cannot reach an agreement with the provincial government, the Women's Office located in the most populous town in the province will be considered as the AMP, provided that it also comply with the programme's conditions for eligibility.

Consideration is being given to the participation of local academic institutions, Organizations of Civil Society, and other governmental authorities, both provincial and municipal, that are working on this theme.

The executive agency will be the National Women's Council (CNM) of the Office of the Presidency.

National Executory Unit (UEN). A UEN will be set up within the National Women's Council, in accordance with the Operating Regulations. This unit will be responsible for the overall implementation of the programme and administration of the resources assigned, as well as for the follow-up and monitoring of the programme.

National Technical Committee (CTN). A CTN will be set up by CNM directors and chaired by its Chairperson, with the aim of offering technical advice to the UEN regarding orientation of programme activities. All CTN members shall serve on an honorary basis.

Local Coordinator (RL). Each province will have a local woman coordinator - generally the Federal Councilwoman. However, if the Federal Councilwoman is not the head of the local AMP, both she and the AMP leader will be considered as the local representatives.

Local Technical Assistant (ATL). Each participating AMP will have an ATL, who will be responsible for the follow-up and implementation of programme activities at a local level.

Technical Advisory Group (GTA). Whenever an AMP participating in the programme is not associated with a technical counselling organization, a GTA will be set up. Previously established technical entities will be regarded as GTAs for the purposes of this programme. Members of the GTA shall serve on an honorary basis. The GTA will be made up of representatives of public and academic institutions, as well as agencies of civil society that are involved with the theme of women and gender at a local level.

State of execution

- On 13 January 1999, Loan Contract No. 1133/OC-AR was signed.
- On 17 February, Argentina submitted, for IADB approval, the documentation required to fulfil the general conditions (Article 4.01 of the GENERAL REGULATIONS of the loan contract) and the special conditions precedent to the first disbursement (Clause 3.02, SPECIAL STIPULATIONS of the loan contract).
- On 23 February, the IADB approved the aforementioned precedent conditions in its Note CAR-0916/99.
- On 4 March, the IADB made the first disbursement, of 350,000 dollars.

The following is a list of the activities executed to date, arranged by component, according to the provisions of the Annual Operating Plan (POA) of the Federal Programme for Women.

I. Start-up and functioning of the National Executory Unit (UEN)

1. Hiring of UEN Executive Coordinator, Technical Director, and Administrative Director.

2. Identification and selection of UEN assistants.

3. Hiring of UEN assistants.

4. Identification, selection, and hiring of consultants to develop the broad outlines of the Federal Plan for Women and to design a system for monitoring the plan.

5. Acquisition of computer equipment.

II. Institutional strengthening component

(a) Subcomponent: institutional strengthening of CNM

1. Identification, selection, and hiring of CNM technical assistants.

2. Hiring and execution of consultants, with a view to designing the teaching plan and support materials to be used by participants for training activities related to the development of the political, technical, and management capacities to be applied at the CNM and the AMPs. Competition 1/99.

3. Hiring of national and international experts to participate in the international seminar on the theme "Equal-opportunity plans for women."

4. Purchase of infrastructure for the realization of the international seminar on the theme "Equal-opportunity plans for women" and the exchange forum.

5. Realization of the International Seminar entitled "equal-opportunity plans for women" and the exchange forum. The seminar was held on 23 and 24 March.

6. Identification and hiring of consultants to provide technical assistance for implementation of the CNM's communications strategy.

7. Contacting and hiring of international experts to participate in the communications seminar to be held in support of the CNM's communications strategy.

8. Hiring of consultants to coordinate the communications seminar to be held in support of the CNM's communications strategy.

9. Hiring of infrastructure and equipment services for the realization of the communications seminar to be held in support of the CNM's communications strategy.

10. Hiring of 3 group operators to take part in the communications seminar to be held in support of the CNM's communications strategy.

11. Realization of the communications seminar to be held in support of the CNM's communications strategy. The seminar was held on 3, 4, and 5 May.

12. Approval by the CTN and UEN of the following modules, developed by the consultants hired to design the teaching plan and support materials to be used by those taking part in basic institutional strengthening. Competition 1/99:

- Activity No. 1: Gender perspective
- Activity No. 2: State and public policies
- Activity No. 3: Negotiation
- Activity No. 4: Lobbying
- Activity No. 5: Leadership
- Activity No. 6: Public consultation

13. Printing of reports on the symposia attended by the aforementioned international experts.

(b) Subcomponent: institutional strengthening of AMPs

1. Selection of the five provinces to be included in the pilot phase of the programme: Misiones, Neuquén, Salta, La Rioja, and La Pampa.

2. Hiring of consultancy firms to provide the training and technical assistance required for the basic institutional strengthening of the five AMPs.

3. Hiring of consultancy services to provide the technical assistance required to implement the communications strategy of the AMPs.

4. Hiring of the five Local Technical Assistants from the provinces included in the programme's pilot phase.

5. Acquisition of the computer and communications equipment for the Provincial Women's Offices taking part in the pilot phase.

6. Start-up for development of the basic institutional strengthening module, according to the following chart:

Province	Activity 1	Activity 2	Activity 3	Activity 4	Activity 5	Activity 6
La Rioja						
La Pampa						
Misiones						
Neuquén						
Salta						

Summary of competitions 1/99 and 2/99

1. Background

The objective of the institutional strengthening component of the Federal Programme for Women is to strengthen the political, technical, and operating capacities of the National Women's Council (CNM) and the Provincial Women's Offices (AMP).

The intention is to equip the women's agencies with the authority and the tools it will need to help other governmental and non-governmental agencies to incorporate a gender focus in their programmes and to promote a more effective role for the Organizations of Civil Society in the definition and strengthening of priority policies and programmes for women.

In order to achieve the overall objective, this component includes, among other activities, the execution of a series of training and technical-assistance activities, designed specifically to:

- Provide the senior managers, and the professional and technical staff of the CNM and the AMPs, with the capacities they will need to formulate, review, and monitor public policies and women's equal-opportunity plans, from a gender perspective.

- Provide the senior managers, and the professional and technical staff of the CNM and the AMPs with the management capacities and tools they will need to modify and to improve the efficiency and effectiveness of the management model used by its institutions.

The CNM and specialized training consultants will conduct a joint analysis of the pertinent needs and demands, and of the overall plan of the Federal Programme for Women.

Using the central themes decided upon during the design phase of the Federal Programme for Women, the working group made up of technical staff from the CNM and the UEN set out to formulate a training programme, stipulating the modalities (seminar, workshop, etc.) and the basic concepts to be developed for each module: (i) development of political capacities and (ii) development of technical and management capacities.

The physical and financial resources needed to implement the training programme were also determined.

The outcome of this phase was a programme of 12 symposia and workshops, each with its respective general objectives and central themes, and each with its corresponding budgetary allocation.

At this point, it was necessary to develop a strategy for implementing the training programme, taking into account the fact that it must be applied both at the CNM and in 24 provinces.

The strategy was based on the following decision:

Rather than contacting 25 different firms to design and develop 12 activities for each location, it was decided, in accordance with the theory of "training roles," to invite bids for one teaching plan only, to be used at all destinations, but for 25 separate training models - one for each destination. This decision was taken in the light of the following considerations:

- It ensures that the same plan and materials may be used at all destinations.
- It means that money need be spent on a plan only once.
- The evaluation committee has to work on only one version of all activities.

This analysis led to the planning and implementation of two competitions:

Competition 1/99:

Hiring of a consultancy firm for the realization of the teaching plan and materials for training activities to be implemented at the CNM and the AMPs

Competition 2/99:

Hiring of consultancy firms or specialized institutions to develop training activities for the AMPs and provide them with technical assistance.

2. Implementation of competition 1/99

The final products expected from the work of designing a teaching plan for each of the 12 activities are as follows:

1. Participant file

2. Guide to the teaching plan

It should be stressed that these activities are not "auto-didactic" in the manner of distance-learning courses, but require the presence of an instructor-facilitator, who is essential to a "systemic" conception of training, involving a series of "meta-training experiences" which seek to achieve the incorporation and reinforcement of attitudes: teamwork, the creation and use of a space for the training experience, symmetrical and complementary interaction, etc.

In this sense, the final product of the teaching plan must envisage this component in particular, and ensure that these training measures can be replicated by any professional instructor or facilitator with a specialized training in the relevant content.

2.1. Methodology for evaluating and grading bidders' technical capacity.

In order to conduct the evaluation procedure, it was decided that bidders should present "demonstration materials", based on the concept of the "demos" or "material trials" used in the acquisition of physical products.

In this instance, the three central themes of the programme were used. These were:

1. Gender perspective

2. The State and public policies

3. Management and strategic planning

Bidders were then requested to present two products, based on these themes, by way of a demonstration. Those products were:

(a) Written material (addressing the "training content" aspect)

(b) Planning of a seminar and workshop (addressing the aspect "teaching/learning process")

2.2. Pre-selection phase

After the terms and conditions had been formulated, and accepted by the IADB, a shortlist of bidders was drawn up, based on an analysis of the specialized market. This procedure reflected the highly specialized nature of the service in question.

Six firms were selected from this market, according to the following criteria:

- Consultancy firms with proven, extensive experience in the design and implementation of teaching plans, in both the private and public sectors, related to the central themes of the training activities envisaged, and with reference to the development of political, technical, and management capacities.

- A recognized professional and academic career at national universities and institutions, such as the University of Buenos Aires, and especially the National School of Public Administration (INAP), with which the CNM maintains active relations, and whence excellent references were obtained for the directors of the consultancy firms and their staff members.

- The fact that the majority of the people working for the consultancy firm are registered members of the Argentine Association of Training Executives (ADCA) - an institution founded more than 20 years ago, offering recognition to training professionals from around the country.

- In view of the special and - to a certain degree - unprecedented nature of the project, we looked for companies that focused on training as part of

their overall organizational development, that had proven experience in designing activities that were flexible and "tailor-made" for the specific characteristics and developmental stages of the plan's target population, and that included those addressed by the plan in their outlook.

- In view of the size of the project offered for bidding (teaching plan and written materials for a total of 12 seminars and workshops), and in view of the available budget, our search was focused on medium-sized firms.

Based on the aforementioned criteria, 6 consultancy firms were identified and shortlisted, and invited to submit a proposal.

2.3. Selection and decision phase

The following is a chronological summary of this phase, up to the present time:

- On 18 February, the invitations and terms and conditions were sent out to the shortlisted firms.
- On 22 March, the deadline expired for the presentation of technical and economic proposals. Of the 6 firms invited, 3 presented proposals.
- Between 22 March and 25 April, evaluation and final selection took place.
- On 27 April, the result of the selection process was formally communicated to the IADB.
- After the IADB had indicated its non-objection, the financial proposal of the winning firm was examined. After satisfactory agreement had been reached on the amount budgeted by the company, the IADB was asked to approve the draft contract for the decision and company concerned.
- On 12 May, the contract was concluded with the selected firm.
- On 17 May, the agreement to initiate work was concluded.

The consultancy firm hired is now working on the formulation of the teaching plan and support materials to be used in training activities, in accordance with the aforementioned specifications.

3. Implementation of competition 2/99

Hiring process regarding the development of training activities for, and provision of technical assistance to, the AMPs.

3.1. Training

With regard to the training model, the following skill categories were taken into consideration (Birkembill, M./Blake, O.):

- Motivation (individual interests of trainees)

- Integration (trainees should attain a "group level")
- Exposition (communication, empathy, public-speaking, teaching skills)
- Application (applying theory to practice during activities)
- Evaluation (feedback for individual trainee and instructor)
- Continuity (training is a permanent process)

The expertise to be hired must be integrated on the basis of the (technical) knowledge and "position" (resources) of the instructor.

3.2. Technical assistance

For operational purposes, technical staff at the CNM and the UEN defined "technical assistance" as a specialized consultation process designed to provide the technical support required to ensure that the knowledge and skills previously acquired during training activities are transferred, in real time, to the task at hand.

Within these parameters, two types of expertise are required:

- Knowledge and experience of specific consultancy services content or themes.
- Knowledge and experience of assessment techniques and methodology.

With regard to the second type of expertise, the methodology chosen was that known as "process consultation," based on the model proposed by Edgar Schein in "Consultoría de Procesos: su papel en el desarrollo organizacional" (Process Consultation: Its Role in Organization Development), published by Fondo Interamericano SA, 1973).

Based on these considerations, two basic lists of terms and conditions were prepared, with a view to initiating the hiring process concerned. This process involved a public competition, divided into two phases:

- Pre-selection, based on the firm's previous record.
- Final selection of the bids chosen, based on (i) presentation of the background of the individuals proposed by the firm and (ii) presentation of the technical proposals.

The preferred profile for bidders was that of "consultancy firms or specialized institutions" - a category that could include NGOs and universities.

3.3. Pre-selection phase

A notice was placed in the Clarín newspaper on 22 and 23 April.

As a result of the announcement, 19 formal proposals were received by 24 May.

Between 26 May and 2 June, the submitted proposals were subjected to the pre-selection phase.

Once the evaluation procedure had been completed, the IADB was informed of the result of the pre-selection phase and of the composition of the shortlists for each of the 5 provinces concerned.

3.4. Selection phase

On 9 June, after the IADB had indicated its non-objection, the invitations and the lists of terms and conditions for the presentation of technical and financial proposals were issued.

3.5. Methodology for evaluating and selecting bidders' technical capacities

There follows a summary of the evaluation methods used to determine the winning firms in competition 2/99.

a. Subcomponent: Training development

Evaluation of this aspect presents a greater degree of difficulty, since it is a capacity generally judged on the basis of direct on-the-job observation (either live or on video). This is because most of the skill categories concerned involve interaction.

As an alternative, it was decided that the instructors' backgrounds should be taken into account. Again, they were asked to present demonstration materials (consisting of a description of a teaching/learning process, based on a series of given objectives) as well as an accompanying written description.

The description had to include the instructor's techniques and/or teaching resources, in order that the aforementioned skill categories could be identified.

NB: Although the relevant model requires the role of the instructor to be an independent one, it is most advisable to set up an "instructor training" division, headed by the designer, so that the methods used to implement the various activities may be modified as appropriate. (It should be mentioned that because it did not prove possible to set up such a division in time, an alternative strategy will be sought for maintaining contact between "designer" and "instructor").

b. Subcomponent: Provision of technical assistance

Evaluation of the proposals involved presentation of demonstration materials. Candidates were asked to include elements proving knowledge of the methodology described or others meeting the required criteria.

Evaluation and selection of proposals was carried out using the following POINTS SYSTEM, which was duly approved by the IADB:

1. Background of proposed individuals - 120 points

1.1. Experience (number of non-repeated activities performed) in the development of seminars and/or workshops and/or the provision of technical assistance on the following themes: (*).

- The State and public policies on equal opportunities between men and women.

- Gender perspective.

8 or more activities	35 points
4 to 7 activities	20 points
2 to 3 activities	10 points
0 to 1 activity	0 points

1.2. Experience (number of non-repeated activities performed) in the development of seminars and/or workshops and/or the provision of technical assistance on the following themes: (*).

- The State and public policies (other than those under 1.1.)

- Management and strategic planning

More than 10 activities	25 points
6 to 10 activities	15 points
2 to 5 activities	7 points
0 to 1 activity	0 points

1.3. Other work experience (number of non-repeated activities performed): research and/or publication on the following themes: (*).

- The State and public policies

- Management and strategic planning

More than 10 research projects/publications	20 points
6 to 10 research projects/publications	15 points
2 to 5 research projects/publications	7 points
0 to 1 research project/publication	0 points

1.4. Work experience (calendar years) on the following themes: (*).

- The State and public policies

- Management and strategic planning

More than 10 years	20 points
6 to 10 years	15 points

1 to 5 years	7 points
No experience	0 points

1.5. Experience as a university teacher (calendar years) on the following themes: (*).

More than 10 years	20 points
6 to 10 years	15 points
1 to 5 years	7 points
No experience	0 points

(*) Overall scores for each category are obtained by dividing the sum of all activities/projects/years for each expert by the total number of experts. The resulting score is rounded upward or downward, according to whether the percentage figure is above or below 0.5

2. Technical/teaching proposal - 130 points

2.1. Demonstration materials. No. 1: development of training activities - 80 points

Requirement identified in the description of the requested learning process	Not presented	Partial or confused presentation	Clear presentation
	0 points	5 points	10 points
MOTIVATION: Advantages that each participant will derive from activity.			
INTEGRATION: Concrete instances of participation, appropriate to various personal characteristics.			
PRACTICE: Application of acquired knowledge during activity, through participants' identification and implementation of situations analogous to their specific work environment.			
EVALUATION: Instances of individual evaluation during the activity, allowing participant to perceive the degree of learning he or she has attained.			
The working dynamic is interactive, and takes into account participants' previous experience.			

The media or supports to be used are appropriate to the learning experience and are available at the site where the activities will take place. The instructions for individual, group, and plenary tasks are precise and easy for participants to understand. The assignment of each individual time slot is proportionate to each activity to be performed during the seminar or workshop, so that all participants achieve their learning objectives, and it also fits with regard to the total time provided for the section.			

2.2. Demonstration materials. No. 2: provision of technical assistance - 50 points

Requirement identified in the description of the requested learning process	Not presented	Partial or confused presentation	Clear presentation
	0 points	5 points	10 points
The planned working dynamic is appropriate in terms of the number of participants and the time available for providing technical assistance. The number of consultants per trainees meets the technical/teaching specifications in the lists of terms and conditions. The working instructions are formulated in such a way that their implementation involves the effective application of acquired knowledge to the relevant training activities provided. Provision is made for verifying the results achieved, in accordance with technical assistance objectives.			

Provision is made for verifying that a certain degree of expertise has been achieved by trainees.

On 15 October 1999, the contract was signed by the 5 winning firms from competition 2/99.

The development of activities began on 18 October 1999.

c. Subcomponent: National Women's Information System (SNIM)

1. Formulation of terms of reference for hiring SNIM coordination and design staff.

2. Hiring of consultancy services for coordination of Internet

3. Hiring of consultancy services for coordination of Intranet

4. Selection and start-up of financial administration software for the Federal Programme for Women.

5. Hiring of computer expert to create SNIM database.

6. Design and presentation of the National Women's Information System Web site.

ACTIONS IMPLEMENTED TOWARD IMPLEMENTATION OF THE SUGGESTIONS AND RECOMMENDATIONS OF THE COMMITTEE ON THE THIRD REPORT (1997)

The Suggestions and Recommendations have been grouped in relation to each corresponding article of the Convention.

Articles 1 to 4

Articles 1 to 4 set out the public policies to be implemented by the various State authorities in order to construct the legal, social, and cultural foundations and framework required for the implementation, in all areas of society, of the measures needed to eliminate situations that discriminate against women.

As recognized by the Committee, in our country these aspects are guaranteed by the constitutional ranking accorded to the Convention; by the International Human Rights Treaties to which the country is a party and by provisions of national law; by the powers given to the National Congress to promote positive action measures guaranteeing equality of opportunity and treatment; by the constitutional recognition of the right of those affected, the Parliamentary High Commissioner, or other associations organized for the purpose to institute amparo proceedings for redress against any form of discrimination, and to exercise group rights in general; by the plans on equality promoted by the

Government and the creation of agencies responsible for coordinating those plans.

Three Recommendations emerged from the Committee's analysis of these articles:

The first Recommendation concerns the need to modify the Penal Code to reflect the content of the Convention. Congress has approved Act No. 25,087 on "Offences against sexual integrity" which was enacted by the executive branch on 7 May 1999. It modifies Section III of the Second Book of the Penal Code, replacing the Section heading "Offences against honesty" with that of "Offences against sexual integrity", and eliminating the concept of the "honest woman". It also modifies the previous Article 119, by incorporating the concept of sexual abuse and the offence of rape, defined as abuse by penetration of any type, and by whatever means. It also introduces various provisions for aggravating circumstances, providing for sentences of between 8 to 20 years' imprisonment or detention. Under the same provisions introduced for the above offences, it penalizes rape, in the case of minors between 16 and 13 years old, by any person of legal age who exploits the sexual immaturity of the victim, excluding relations between adolescents. It repeals Article 132, which exempts the offender from punishment if he or she subsequently marries the victim.

It also distinguishes between the offences of corruption and prostitution, increasing the minimum imprisonment or detention terms in cases where minors of either gender are involved.

The second Recommendation refers to the maintenance and reinforcement of the Government's plans on equality and the evaluation of those plans on a more systematic basis.

The year 1999 brought the start of the Federal Plan for Women, which is a three-year programme with a budget of 15 million dollars. Five provinces have been chosen for the plan's initial phase.

Under Decree No. 17/99 of 9 January 1999, the loan contract between the Government and the Inter-American Development Bank was approved. The loan, intended to finance the Federal Plan for Women, was for a total of 7.5 million dollars. The Government will make up the remaining 50 per cent. In one of its legal reasons regarding the loan, the Government has stated: "that the goal of the Programme for which the resources are being designated is to enhance the formulation, follow-up, and evaluation of public policies and programmes, with a view to enhancing the situation of women in the Republic of Argentina. More specifically, it aims to: (i) improve the powers and the quality of response of women's agencies - whether at a national, provincial or municipal level - in their efforts to assist other authorities of the State and civil society to incorporate a gender focus in their policies and programmes; and (ii) to promote collaboration between Organizations of Civil Society and public-sector agencies at the provincial and municipal levels, so that they can develop initiatives from a gender perspective".

Article 5 of the Decree designates the CNM as the executive agency of the plan, and makes its Chairperson (Arts. 7 and 8), or the staff members appointed

by her, responsible for reaching membership agreements with participating provinces and with Organizations of Civil Society.

It envisages, as part of the institutional strengthening of the CNM, the setting up of a follow-up and evaluation system with regard to policies, plans, and programmes for equal opportunity between men and women.

In June 1999, the National Executory Unit (UEN) was formed, and began operations. Its Executive Coordinator, Technical Director, Administrative Director, and assistants were appointed. The necessary computer equipment was acquired, and the process of hiring consultants to develop the broad outlines of the plan and to design the system for monitoring the plan was completed.

The institutional strengthening component includes the implementation of three subcomponents: "institutional strengthening of the National Women's Council", "institutional strengthening of the National Women's Offices", and the National Women's Information System.

With regard to the first subcomponent, the three technical assistants were hired for the three National Directorates.

Competitive bids were invited, and consultancy services were selected and hired to formulate the teaching plan and the support materials to be used by participants during the training activities designed to develop the political, technical, and management capacities that will be applied both at the CNM and at the Provincial Women's Offices (AMPs).

Within the subcomponent "institutional strengthening of the AMPs", competitive bids were invited, with a view to hiring the consultancy firms that would provide the training and technical assistance required for the basic institutional strengthening of the five provinces selected for the initial phase. The pre-selection of bidders was concluded, and bidders were invited to prepare technical proposals for each of the provinces selected.

Consultancy services were hired to provide the technical assistance required to implement the communications strategy of the AMPs, as set out in II (Federal Programme for Women, IADB Loan 1133/OC-AR).

The third Recommendation refers to the disaggregation of data by gender. Since the end of 1996, the National Statistical and Census Institute (INDEC) has been developing a Programme for the Redesign of the Integrated System of Sociodemographic Statistics (SESD), with a view to formulating special procedures and indicators to break down information by sex in the different areas of social concern. The aim of the programme is to produce periodic reports on the situation in the country as a whole and within the provinces.

The Federal Plan for Women envisages the creation of the National Women's Information System (SNIM), whose purpose is to help produce and disseminate information on the situation of women in our country. The system will operate through an Intranet, which will coordinate actions between the Provincial Women's Offices and governmental, academic and non-governmental agencies present within each jurisdiction, and an Internet, which will coordinate actions

with other offices responsible for producing information at a national level. To this end, an agreement has been concluded with INDEC for the formulation of indicators that use a gender perspective. This will make it possible to work with data that is disaggregated by sex, in all areas of concern. With the same objective in mind, agreement has been reached with the Secretariat of Social Development on collaboration with the System for Information, Monitoring, and Evaluation of Social Programmes (SIEMPRO), whose objectives are to evaluate and monitor programmes, to provide information on vulnerable social groups, to conduct research into poverty, vulnerability, and intervention strategies, and to provide training in the management of social programmes at the national, provincial, and municipal levels.

Specialized computer-technology consultants have been hired to set up the network at the CNM, as have consultants for the coordination of the Internet, and for the selection and start-up of the software to be used for the financial administration of the plan.

Article 5

The Committee recognizes the efforts made thus far to eliminate stereotypes regarding the social roles of men and women, and recommends that the programmes developed be strengthened. In this respect, the Employment and Work Training Programmes of the Ministry of Labour and Social Security encourage the incorporation and/or training of women in non-customary activities.

Furthermore, with regard to the theme of violence against women, the CNM continues to develop, in conjunction with UNICEF, the National Programme for Training, Technical Assistance, and Awareness-raising on the Theme of Violence against Women, which seeks to raise the awareness of Civil servants and members of the judiciary. The programme has designed instruments aimed at governmental, non-governmental, and community agencies, with a view to training and giving technical assistance in the coordination of actions for the development of policies that are anti-discriminatory and protective of women's human rights. Under the programme, a pilot project was developed in the province of San Juan, designed for civil servants and members of the judiciary. A case-registration and computer-support system was designed, with a view to initiating the Information and Monitoring System for Violence against Women within the Context of Domestic Relationships. Here, the aim is to produce systematic and reliable information, which will provide a tool for deepening knowledge and research activities, monitoring their evolution, and evaluating strategies for institutional intervention.

The Federal Police provide awareness-raising and training courses on these themes to their members.

The Federal Plan for Women is another fundamental tool designed to produce cultural change.

Article 6

Act No. 25,087 of May 1999, which modifies the Penal Code, punishes those who promote, profit from, and/or exploit financially the practice of prostitution and trafficking in persons for that purpose.

Article 11

Five of the Committee's Recommendations refer to this article, and indeed significant advances have been made in this area. Under Decree No. 254/98, the executive branch approved the Plan for Equal Opportunities in the Workplace, which contains proposals agreed by Argentina's Ministry of Labour and Social Security and the CNM, designed to:

- increase and regulate services for the care of young children,
- implement ILO Conventions Nos. 100 and 156,
- promote the professional and technical training of women, with a view to diversifying their professional options and integrating them into the workforce,
- promote the employment of women, in particular young women,
- formulate specific sex-disaggregated indicators.

This Decree was incorporated as an integral part of the Federal Labour Pact, an agreement reached between the nation and the provinces in 1998.

Article 12

The programmes developed to reduce mortality are set out in the section corresponding to Article 12. Our country's health system is decentralized, so that 5 (five) provinces have legislation relating to this theme, and 9 (nine) others have introduced resolutions for the creation of programmes taking this theme into consideration.

Nevertheless, efforts are being made in Congress to introduce a law creating a National Programme for Responsible Parenthood.

A. NATIONAL MECHANISMS

In 1992, under Decree No. 1426/92, the national executive branch created the National Women's Council (CNM), as the State agency responsible for public policies directed at women. The CNM has enjoyed constitutional continuity, its own budget, and an established administrative and technical staff. As a result, it has been able to accumulate experience and knowledge about the situation of women at both national and provincial levels.

Within the framework of the second State reform - which reorganized the federal civil service - the CNM has retained its high-level position and has been more effectively integrated into the institutional structure of the Government. Its Chairperson has ministerial rank and position, and participates in government policy-making at the highest level, reporting directly to the President. Decree No. 1303/96 was approved with a view to improving the functioning of the CNM, which now has three National Directorates: Technical Assistance; Promotion and Training; and Communication, Information, and Dissemination.

Under Decree No. 291/95, which amended Decree No. 1426/92 to some extent, two constitutive bodies were created. One of these bodies is the Directorate, which is made up of representatives from the most senior levels of the various ministries and other federal government agencies. Its function is to ensure more effective and efficient interdepartmental cooperation and to incorporate issues specifically related to women into the government's actions and planning. The other body is the Federal Women's Council. The fact that this body comprises members of the Directorate as well as representatives of the provincial governments ensures that the social situations of women in the provinces have an impact on, and are taken into consideration in the national agenda. It also facilitates the creation of more flexible forms of interaction, leading to the joint implementation of programmes and projects within a mutual strengthening and enrichment process in the area of policy development and formulation.

In accordance with its mandate, the Federal Women's Council defined the policy of the CNM around three basic themes: (1) Work, (2) Institutional Strengthening, and (3) Communications Strategies.

Within the framework declared and the commitment made by the country at the Sixth Regional Conference and the Fourth World Conference, the CNM implements its management plan through:

(a) Public equal-opportunities policies promoted by the President, such as the Plan for Equal Opportunities in the Workplace and/or through framework agreements with various government bodies, such as those reached with the Ministry of Labour and Social Security and the Ministry of Justice and with the Ministry for Social Development.

(b) Revision and modification of domestic laws in accordance with the dispositions of the new constitutional laws and guarantees, and the creation of mechanisms enabling women to exercise their full rights as citizens.

(c) The Office of the Presidency's Federal Plan for Women. This is a programme financed through a Loan Agreement between the Government and the Inter-American Development Bank. It is a three-year programme, and has a budget of 15 million dollars. It seeks to achieve the institutional strengthening of Women's Offices throughout the country, at provincial and municipal levels, by equipping them with technological resources and properly trained human resources, with a view to formulating and implementing public policies aimed at women and/or policies that have a direct or indirect impact with regard to improving their quality of life, that of their family unit, and that of their community. The Women's Offices are conceived as genuine preventive bodies, whose

role is to prevent the victimization of women and to guarantee more efficient use of the resources allocated by the State to address social problems. Over the course of 1998, during implementation of the pilot phase of the Federal Plan for Women, one-day reflection, awareness-raising, and involvement workshops were held for women Federal Counsellors and senior officials from Women's Offices throughout the country, with a view to creating the conditions for notification of the diagnostic workshops to be held in all the country's provinces and in the city of Buenos Aires. Diagnostic workshops were held in 22 provinces and in the city of Buenos Aires. These workshops were attended by a broad and varied range of participants from different areas of society: women officials working at the provincial and municipal levels; academic and research centres; women politicians, legislators, and trade unionists; businesswomen; and/or non-governmental organizations. The workshops made it possible to assess both the level of institutional development at the agencies involved with the situation of women, and women's priorities in each province. More than 1,000 women, and 214 non-governmental organizations participated, throughout the country. In 1999, implementation of the Federal Plan began in five (5) provinces: La Pampa, Neuquén, Misiones, La Rioja, and Salta. The inaugural event of the Federal Plan for Women, the international seminar on public equal-opportunity policies, was held on 24 and 25 March.

(d) Communications strategies Policy planning in this area included the creation of the National Directorate of Communication, Information, and Dissemination. The policy's objectives are aimed at the socio-cultural integration of this agency, through institutional marketing, mediation, and the development and dissemination of policy statements. Our communications strategies also address conditions regarding participation, the capacity to criticize and to make demands, negotiation, and public pressure, within the context of creating equal opportunities for men and women.

In an effort to influence the media in a flexible manner, with a view to ensuring that the representation of women, their different roles, and women's issues in general receive adequate treatment, it was decided to use media formats and support materials. This was because of their high rate of impact. The materials were produced by CNM and targeted at a specific audience. The first product was a free magazine that would assure the CNM of a medium for conveying its message. This was the context for the creation of the CNM Review, and the first step in the process was to identify the universe of the audience for whom it would be intended.

Recognizing the relationships of power that exist between men and women in all areas, two intervention approaches were used simultaneously in the specific area of public policy. One approach sought to raise the awareness of those responsible for defining public policies, seeing them as the primary targets. The other approach called upon those same government officials to use advocacy to explain the impact of this issue on their respective areas of responsibility.

This strategy produced a positive outcome, reflected in a significant increase in activities, involving new targets and new communications products, such as:

- The CNM Review: a free, 50-page, bimonthly magazine. To date, 13 issues have been produced, each with a circulation of 50,000 copies.

- Redesign of the institutional logo.

- Specific informational guides on themes that include: the application of the Quotas Act on women, the creation of provincial and municipal Offices, the prevention of food disorders, etc.

- Institutional CD-ROM, detailing all current national legislation, the Beijing Platform for Action, the Convention on the Elimination of All Forms of Discrimination against Women, and the Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women.

- Bibliographical Guides 1, 2 and 3 on Political Participation, Rights and Regulations, and Violence and Discrimination against Women.

- Individual radio spots for specific purposes.

- Special reports for women Federal Counsellors.

- Institutional brochures.

- Programme to promote broad dissemination of the Plan for Equal Opportunities in the Workplace.

- Web site (www.cnm.gov.ar) containing institutional information and electronic versions of all the agency's published materials.

- Web site of the National Women's Information System (www.snim.gov.ar). This is the dedicated communications tool of the SNIM. It ensures that the information produced under the System is made available and enables users to communicate with System specialists.

The first phase in the planning of the CNM's communications strategy was to define one of its policy directions - namely, the dissemination of existing materials (in the areas of legislation, research, and planning). The second phase - the production of information - involved organizing the data available, identifying the data that was not available, and creating new procedures designed to meet not only the operational needs of the Women's Offices but also the needs of society in general. The third phase was the communications phase. This involved the design, production, and implementation of complex systems for each different context. The system created for the inter-institutional context was the National Women's Information System (SNIM). Within the public context, all the communications objectives are condensed into the implementation of the Federal Plan for Women.

The first communications activity to be held under the Programme was the workshop entitled "Women and the mass media: protagonists, users, and mediators for cultural exchange". The workshop was part of the component "Institutional Strengthening of the CNM," and was held on 3,4, and 5 May.

The CNM has a Documentation Centre: a specific department responsible for the archiving, cataloguing, and dissemination of publications on the theme of women (books, reviews, publications, etc.). It offers a permanent, personalized service for public users (600 people have use the service over the last three years). Individuals and institutions around the country are able to receive copies of requested documents by mail.

B. PROVINCIAL MECHANISMS

From 1997 onward, the creation of the Federal Women's Council and the proposed Federal Plan brought greater commitment on the part of provincial governments to the strengthening of Provincial Women's Offices.

These offices were created or organized, at the provincial or municipal level, in 11 of the country's provinces.

In order to achieve this, the CNM visited all the provinces to request that Governors and local legislative authorities create Women's Offices at the highest institutional level, and that they equip the Offices with their own budgets.

There are currently 12 (twelve) Provincial Women's Councils in the country. These are located in the provinces of La Pampa, La Rioja, Río Negro, Tierra del Fuego, Mendoza, Salta, Jujuy, Neuquén, San Juan, San Luis, Corrientes, and Buenos Aires.

There are 8 (eight) Provincial Women's Offices with different institutional forms. Tucumán presently has a Directorate. In Santiago del Estero, the women's agency enjoys an elevated status within the provincial government structure. In Entre Ríos, the Women's Office operates as part of the under-secretary's office for community action of the Ministry of Health and Social Action. In Formosa, Chubut, Misiones, and the Autonomous City of Buenos Aires, the Women's Offices function as Directorates within the various provincial ministries. In the province of Catamarca, the Women's Office depends on the government's private secretariat. In the province of Santa Fé a law proposing the creation of a Women's Office is expected to be approved in the medium term.

During the month of March 1999, at the municipal level, and in the country overall, a total of 143 Women's Offices were created, in the following provinces:

Province	Offices
Buenos Aires	5
Córdoba	6
Chaco	3
Formosa	1
Corrientes	8
Entre Ríos	4
Jujuy	5
La Pampa	53
Mendoza	1
Misiones	1
Neuquén	8
Río Negro	15
San Luis	13
Salta	2
San Juan	1
Santa Fé	13
Santiago del Estero	2
Tucumán	2
	143

2. SPECIFIC MEASURES: IMPLEMENTATION OF THE CONVENTION

(Articles 1 to 3)

[Advancement of women]

Article 1

For the purposes of the present Convention, the term "discrimination against women" shall mean any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.

Article 2

States Parties condemn discrimination against women in all its forms, agree to pursue by all appropriate means and without delay a policy of eliminating discrimination against women and, to this end, undertake:

(a) To embody the principle of the equality of men and women in their national constitutions or other appropriate legislation if not yet incorporated therein and to ensure, through law and other appropriate means, the practical realization of this principle;

(b) To adopt appropriate legislative and other measures, including sanctions where appropriate, prohibiting all discrimination against women;

(c) To establish legal protection of the rights of women on an equal basis with men and to ensure through competent national tribunals and other public institutions the effective protection of women against any act of discrimination;

(d) To refrain from engaging in any act or practice of discrimination against women and to ensure that public authorities and institutions shall act in conformity with this obligation;

(e) To take all appropriate measures to eliminate discrimination against women by any person, organization, or enterprise;

(f) To take all appropriate measures, including legislation, to modify or abolish existing laws, regulations, customs and practices which constitute discrimination against women;

(g) To repeal all national penal provisions which constitute discrimination against women.

Article 3

States Parties shall take in all fields, in particular in the political, social, economic and cultural fields, all appropriate measures, including legislation, to ensure the full development and advancement of women, for the purpose of guaranteeing them the exercise and enjoyment of human rights and fundamental freedoms on a basis of equality with men.

Legal provisions

As mentioned in previous national reports, Argentina has given Constitutional status to the Convention. This is the highest ranking in the country's legislative system, and it means that the text of the Convention is included in official editions of the Constitution.

In 1996 Congress approved laws incorporating into domestic legislation the obligations entered into by our country at an international level:

Act No. 24,632 concerning the Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women;

Act No. 24,658 on the Additional Protocol to the American Convention on Human Rights in the Area of Economic, Social and Cultural Rights.

Act No. 25,087, which Modifies Section III of the Second Book of the Penal Code "Offences against sexual integrity".

The law modifying the Penal Code was enacted in May 1999. Its approval was preceded by the presentation of more than 30 Bills. In 1998, the Chamber of

Deputies' Committee on Criminal Legislation and Committee on Families and Minorities agreed on a Bill that was based on the various Bills previously presented, and this was approved by both Houses. It provides:

- That the Section's heading, "Offences against honesty", be replaced by the heading "Offences against sexual integrity". This represents a fundamental change in the perception of the acts of aggression and humiliation that affect the integrity and the independent exercise of women's sexuality. Essentially, legislators of both sexes no longer consider that these acts of aggression simply violate the purity or chastity of the victims, but rather that such acts represent a violation of their integrity and dignity as individuals, imposed against their will.

- That the concept of the "honest woman" be eliminated.

- That the definition of rape under Article 119 be modified, departing from a broader concept, which considers that carnal entry may be of any kind. The Act introduces various provisions for aggravating circumstances, providing for sentences of between 8 to 20 years' imprisonment or detention. It also addresses cases of sexual abuse, increasing the penalties for cases of grave outrage, under the same provisions introduced for offences of rape.

- That Article 132, which exempts the offender from punishment if he or she subsequently marries the victim, be repealed.

- That victims may initiate criminal legal action in the public court, aided by the counselling or representation services of non-profit official or private institutions offering protection or care to victims.

- That the offences of corruption and prostitution be separated, with the minimum prison or detention sentences being increased in the case of male or female minors. The law sets an upper limit of 18 years of age for minors of both sexes. Whenever those involved are older than 18, penalties shall be imposed in the case of deception, abuse, relationship of dependency or power, violence, threats, or any other type of intimidation or coercion.

- The offence of pornography punishes anyone who produces or publishes pornographic images or live shows involving minors less than 18 years of age and anyone who distributes such material to minors less than 14 years of age or who facilitates their access to such material.

Other legal provisions

- 1996 Act No. 24,650. Approves ILO Convention No. 138.

- 1996 PEN Decree No. 235. Regulates Act No. 24,417.

- 1996 Act No. 24,714. Regime governing family allowances.

- 1996 Act No. 24,660. The execution of prison sentences.
- 1997 Act No. 24,779. Regime governing the adoption of minors.
- 1997 Act No. 24,784. Declares the year 1997 as "The fiftieth anniversary year of the consecration of women's political rights".
- 1997 Act No. 24,785. Establishes 23 September as "National Women's Political Rights Day".
- 1997 Act No. 24,821. Institutes the Day of the Outstanding Woman.
- 1997 Decree No. 13,163. Reviews the regimes regulating public employment in order to guarantee equality of opportunity and treatment between men and women.
- 1998 Decree No. 254. Approves the Plan for Equal Opportunities between Men and Women in the Workplace.
- 1998 Act No. 24,828. Housewives' retirement.

Congress has also been presented with Bills on labour relations, a welfare regime for domestic jobs, and other Bills aimed at penalizing sexual harassment.

Adoption of measures by Government

There was considerable discussion at the Ministry of Justice during 1997 and 1998, involving judges, civil servants, professionals, Organizations of Civil Society and the CNM, with a view to formulating Bills adapting the provisions of the Penal Code to the dispositions of international Conventions, with respect to those offences that violate the sexual freedom of women and children, such as violence, abuse, prostitution, etc.

The regulatory framework described is complemented by institutional authorities such as the "Women and Human Rights" Programme of the under-secretary's office for human and social rights of the Ministry of the Interior and the National Institute against Discrimination, Xenophobia and Racism (INADI). Both of these institutions are committed to equality. INADI is a decentralized agency, which was created under Act No. 24,515 and began operations in 1997. It has three main operational focuses:

- Promoting the issue of Discrimination through the realization of events and dissemination campaigns.
- Maintaining a free telephone line for the reporting of cases of discrimination.
- Conducting research into opinions and attitudes on discrimination, xenophobia, and racism.

INADI first created a women's programme, and then, in April 1998, created a secretariat for women, which has received more than 90 complaints about discrimination. It offers free legal counselling and support.

With this legal framework in place, it was possible to bring to court a number of "leading cases", and thus to apply the standards contained in these international instruments in resolving concrete cases. In this regard, we might mention the following examples, among others:

- The "Florencia" case: brought by the CNM as a result of the discrimination suffered by a woman who wanted to be a professional soccer referee, but found her career blocked by the soccer authorities. The plaintiff has now finished her theoretical training and is now serving her practical apprenticeship.

- The "Mirta" case: brought by the National Institute against Discrimination, Xenophobia and Racism, which received a complaint from a 22-year-old woman who had been rejected by a fire station in the province of Buenos Aires, on the grounds that she was a woman. The woman is currently serving as a volunteer firewoman at the same fire station.

- The "Photocopier" case: In late 1996, the CNM sent a note to the executive in charge of a certain company's advertising campaign, stating that "using an image to compare a woman who works as a model to a photocopier, while referring to the former as a 'model' and to the latter as an 'intelligent model' ... is highly discriminatory, since it presents a stereotypical image of women, and gives the impression that we are inferior. On the contrary, we, as women, participate in the process of constructing society, as creative, intelligent human beings. Your advertisement is therefore degrading, offensive, and in violation of the Convention on the Elimination of All Forms of Discrimination against Women".

The complaint was accepted, and the following response was received: "our company has redesigned its present advertising campaign, and we have rejected the "model" advertisement to which you refer. Furthermore, we wish to stress that it was never our intention to offend, or in any way to harm the image of women within our society. This advertisement was simply part of an advertising campaign that has been completely rejected".

- The "Elvira" case: In this instance, a woman member of the Federal Shooting Club in Buenos Aires, who had received the highest score in a military-rifle training competition, was denied the title of champion on the grounds that she was a woman. The organizers justified their decision by saying that "there was no 'Ladies' category in the competition". Amparo proceedings were instituted as a result. The following year, the plaintiff competed again, finishing in second place. Once more, she suffered discrimination, and amparo proceedings were again instituted. INADI requested that the Ministry of Justice intervene with the organization concerned, with a view to changing its statutes.

- The "IOMA" case: this case involved a woman who was a member of a benefit society, who was married with two children, and whose husband was

unemployed and not receiving social welfare. The benefit society in question said that under their regulations, the husband could not become a voluntary member of the society unless they paid an additional premium, even though wives were allowed to become members without incurring additional premiums. An NGO lodged the appeal leading to the petition.

Other measures

- Women's participation in the armed forces has grown considerably in recent years. Of the total personnel of around 76,000 serving in all three armed forces, 9,000, or 12 per cent, are women. This is significant, because it means that this percentage will very shortly be on a par with that of countries with the highest proportion of women in their armed forces, such as the United States and Great Britain.

- Since the end of 1996, the National Statistical and Census Institute (INDEC) has been running a Programme for the Redesign of the Integrated System of Sociodemographic Statistics (SESD), with a view to formulating special procedures and indicators to break down information by sex in the different areas of social concern. The aim of the programme is to produce periodic reports on the situation in the country as a whole and within the provinces.

In order to define the different thematic areas and to select the indicators that would make up the system, an initial revision and analysis process looked at previous experience in this context at a national and international level, and a number of guiding criteria were identified, with special attention being given to identifying the least privileged geographical regions and population groups.

The range of themes addressed by the SESD includes the situation of women. It aims to take account of the situation of women and gender inequalities in different areas of society. It also aims to demonstrate the variety that exists between women in different social groups and geographical areas. The indicators used therefore reflect three categories of objective:

1. To provide "gender gap" indicators, showing the disparities between men and women;

2. To provide indicators that make it possible to monitor development of the situation of women in terms of those aspects and variables that are specific to women, such as maternal mortality and aspects of reproductive health;

3. To provide "gender gap" indicators that take account of the particular situation of women who belong to vulnerable groups; and to highlight, in this context, the disparities that exist between women with different social characteristics, for example with regard to their level of education or their poverty level.

However, the focus on gender disparities must embrace the entire SESD, and indicators are broken down by sex in the different thematic areas, thereby enabling those involved with this theme to broaden and deepen this aspect.

- The CNM has concluded an agreement with INDEC for the joint development of the National Women's Information System (SNIM), a subcomponent of the Federal Programme for Women. An agreement has also been concluded with the System for Information, Monitoring, and Evaluation of Social Programmes (SIEMPRO). The goal of these agreements is to develop inter-institutional and technical-assistance activities designed to incorporate gender perspective in the design of new indicators and/or to modify or complement those that already exist. These criteria will also be applied at a provincial level, through the joint and coordinated endeavours of the Women's Offices and of the local delegations and centres responsible for producing information.

Article 4

[Temporary measures to accelerate the achievement of equality of men and women]

1. Adoption by States Parties of temporary special measures aimed at accelerating de facto equality between men and women shall not be considered discrimination as defined in the present Convention, but shall in no way entail as a consequence the maintenance of unequal or separate standards; these measures shall be discontinued when the objectives of equality of opportunity and treatment have been achieved.

2. Adoption by States Parties of special measures, including those measures contained in the present Convention, aimed at protecting maternity shall not be considered discriminatory.

Constitutional measure

The Constitutional Reform of 1994 incorporated, within the text of the Constitution, clauses referring to the adoption of positive action measures as a way to achieve equality of opportunities and treatment.

Positive Action Measures: Quotas Act for elective offices

Since 1991, Argentina has had legislation stipulating that a minimum 30 per cent of candidates included in lists submitted for national elections must be women. A Regulatory Decree stipulates that the Act shall be applied in any place that might expect to be eligible and that is subject to legislation by the Electoral Court. Three national elections (1993, 1995, 1997) and the election of members of the Constituent Assembly made it possible, especially at the National Women's Council, to gain valuable experience in terms of providing guidance for its effective implementation, monitoring its application, and instituting amparo proceedings in cases of non-fulfilment, etc.

For the national elections of October 1997, the CNM prepared a "Guide to implementing the Quotas Act", which included an informational section and a summary of the most important decisions. Twenty-thousand copies were distributed with the third issue of the CNM Review, and 5,000 additional copies were published for distribution around the country. Those responsible for its effective implementation were the Parliamentary High Commissioner and the Attorney General, who in May 1997 adopted a Resolution instructing electoral officials of the Public Prosecutor's Office to "take all necessary action to ensure strict implementation of the provisions of the Act establishing women's quotas in lists presented by political parties".

The CNM, basing its action on the recognition, by the Electoral Court, of its right "to initiate legal proceedings aimed at ensuring due integration of women in lists of candidates, in application of Act No. 24,012, Article 37 of the Constitution, and the second transition clause", instituted eleven (11) amparo proceedings before the Electoral Court for failure to implement the Act, regarding lists of candidates presented by the various political parties for the elective offices of National Deputy and Legislator of the City of Buenos Aires. The CNM also maintained permanent contact with the Public Prosecutor's Office regarding follow-up to the presentation of the list of national legislators and its modification in accordance with the law, in all of the country's jurisdictions.

In view of the country's Federal structure, it should be noted that currently, with the exception of 2 provinces (Entre Ríos and Jujuy), all of the country's jurisdictions have legislation establishing a minimum quota for the participation of women in lists of candidates at the provincial and/or municipal levels, in agreement with national law.

The impact of the application of these positive action measures has been reflected in an increase in the number of women who are members of the various national, provincial, and municipal legislatures (see Art. 7).

Parliament has been presented with a number of Bills designed to regulate positive action measures. In this respect, mention should be made of Bills designed to encourage the application of such measures within various organizations. Two of these Bills concern political and party organizations; another establishes quotas for lists for the election of union members; and another proposes the mandatory presence of women on the Supreme Court and in the Collegiate Courts.

Article 5

[Elimination of stereotypes]

States Parties shall take all appropriate measures:

(a) To modify the social and cultural patterns of conduct of men and women, with a view to achieving the elimination of prejudices and customary and all other practices which are based on the idea of the inferiority or superiority of either of the sexes or on stereotyped roles for men and women;

(b) To ensure that family education includes a proper understanding of maternity as a social function and the recognition of the common responsibility of men and women in the upbringing and development of their children, it being understood that the interest of the children is the primordial consideration in all cases.

Domestic violence

Legal framework

Act No. 24,417 on protection against domestic violence was regulated by Decree No. 235/96. For jurisdictional reasons, application of the Act was restricted to the City of Buenos Aires, but it brought the subject onto the national agenda.

Application of the Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women is mandatory throughout the country, having been incorporated into our domestic legislation under Act No. 24,632 of April 1996.

Over recent years, 13 provinces have adopted specific laws on domestic violence, while another 5 provinces have adopted various provisions on the subject. Throughout the rest of the country, Bills have been presented to the respective parliaments.

There are commissariats for women's affairs in the provinces of Buenos Aires, Corrientes, Jujuy, Neuquén, Mendoza, and Tucumán, and in San Juan there is a women's section that performs a broad range of preventive activities and includes a group responsible for dealing with reported cases of violence. There are staff involved with the subject at all police units. They are trained by the Women's Office in each province. In Chubut, the provincial police force includes women staff (commissioned and non-commissioned officers) who are responsible for looking after women who are victims of domestic violence.

As a result of the application of Act No. 24,417, the following complaints have been received at the Courts of the Federal Capital:

Victim	1996	1997	1998
Minors	240	322	400
Elderly	23	24	39
Disabled	4	2	5
0			
Women	1 240	1 447	1 651
Men	94	89	120
Other	7	6	8
Total	1 608	1 890	2 223

During the period 1996-1998, 5,721 domestic violence complaints were received, including minors, elderly people, the disabled, men, women, and

others. Women make up 72.83 per cent of all victims, while 68.15 per cent of the aggressors were husbands or common-law husbands.

The Victim Orientation Centre of the Argentine Federal Police has reported that between 1994 and 1998, police responded to around 3,900 reported cases of violence, and that 85 per cent of the victims were women.

The Women's Directorate of the Government of the City of Buenos Aires provides a Comprehensive Care Service for Women Victims of Violence. The total number of cases dealt with (1998 included) was 60,914. This total includes the permanent domestic violence telephone line (23,310 cases), cases of child abuse, and direct care given at the Directorate's various centres. Statistics show that in 81.56 per cent of reported cases, the perpetrator was either the woman's husband or her common-law husband.

In the province of Buenos Aires, under an agreement reached with the Council for the Family and Human Development, the Secretariat for Addiction, Prevention, and Care has since 1997 been running the Domestic Violence Programme. According to information supplied by the programme, 22,152 cases were dealt with in 1998. Most cases involved women who had been victims of abuse.

There are no available data for the rest of the country, since most provinces have only recently given legislative approval to the relevant laws. It is considered that as a result of the increased publicity given to this subject and to that of women's human rights, women are now more prepared to denounce the violence of which they are victims.

Programmes and projects

- The National Women's Council and UNICEF Argentina have, since November 1996, jointly run the National Programme for Training, Technical Assistance, and Awareness-raising on the Theme of Violence against Women, with funding from the CNM.

As a result of this national programme, it will be possible to:

- Prepare an interdisciplinary technical team within the Council that will provide training and technical assistance to national public agencies and provincial and municipal women's offices, as well as to non-governmental organizations and community groups, with a view to transferring the relevant training expertise to local staff, who can then replicate the training at a local level.

- Train human resources to initiate or strengthen services aimed at providing prevention and care services to women who are victims of violence, in accordance with the circumstances in each local environment and with the resources available.

- Prepare a training manual and support materials aimed at providing and disseminating information about ways of intervening in situations of domestic violence, especially violence that is directed against women.

- Increase awareness of national and international legal instruments related to this theme.

- Develop an information and monitoring system regarding violence against women within the context of domestic relationships.

In November 1997 the national workshop for the evaluation and design of a system for registering cases of domestic violence was held. Entitled "Building knowledge from practice", the workshop was attended by 100 representatives of governmental and non-governmental organizations from around the country. Participants discussed the design for a case-registration system developed by CNM personnel, and made a number of suggestions as to how the system might be improved. A pilot phase was subsequently implemented, with the system being applied at 3 services providing care to victims of violence, in the governmental and non-governmental sectors.

At the end of 1998, the Programme completed the design and formulation of a system intended to improve diagnosis, care, and follow-up activities regarding cases of violence against women within the context of domestic relationships. Entitled "Tools for dealing with cases of violence against women within the context of domestic relationships", the system was aimed at professionals and staff of governmental and non-governmental organizations either working in this area or interested in working in this area. The system included the following tools:

- A training manual, entitled "Violence against women within the context of domestic relationships". This provides basic theoretical guidelines for coping with situations of violence against women. It also provides information about legal aspects; offers guidance on the methodology and theory used in implementing intervention strategies, in terms of both prevention and care; and recommends criteria for forming and strengthening teams.

- Two informational guides, entitled "running workshops for men and women trainers" and "Participating in workshops", designed for use as complementary workshop texts, with a view to encouraging participants to manage materials themselves.

- Methodological guide for application of the System for Registration of Cases of Violence against Women, and an Information Programme. This system offers the country's first tool providing systematic, reliable, and verifiable information about violence against women within the context of domestic relationships. It will enable each individual institution to diagnose the situation of the people it cares for, to determine the extent of the problem in its area of impact, and to adapt its services more effectively to the concrete demand that it has itself identified. The system includes indicators for evaluating the risk to the abused woman, detecting the risk factor to which she is exposed, and gathering data, both about her work and health situation and about available social and economic resources that can help her to overcome her situation. The system includes a software programme for entering and analysing data, which will be supplied to the different services that belong to the system and that have

concluded an agreement with the agency requesting that the information be supplied on a periodic basis. Technical assistance will be provided in setting up this programme.

The CNM will prepare the relevant general information, with the aim of producing a national diagnostic identifying the geographical, regional, ethnic, and cultural differences among the disparate group of victims receiving care. This information will be made available to the participating services and will help in the production of special publicity materials intended for public consumption.

This material was presented to the public in the eighth issue of the CNM Review. There are currently 120 non-governmental and governmental organizations that are connected in various ways with the programme.

During 1999, 5,000 copies of the printed training material were distributed throughout the country. The material was sent especially to members of Congress and to provincial legislatures and deliberative councils at the municipal level; to members of the judiciary and to the women's offices at the provincial and municipal levels. The National Women's Council organized two conferences in order to present the materials and technical assistance to be used in the provision of training. The materials and technical assistance were designed to enable men and women trainers to replicate them at a local level. These conferences were attended by staff from provincial and municipal women's areas around the country and from governmental and non-governmental organizations providing prevention and care services in cases of violence against women.

A range of free publication materials were prepared, with a view to disseminating information on the subject. These included 10,000 informational brochures about Act No. 24,417 and its Regulatory Decree No. 235/96, and 10,000 copies of the Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women. Also published were a series of Recommendations concerning Domestic Violence. These were distributed with the seventh issue of the CNM Review.

The programme included preparation of a Guide to Resources in the City of Buenos Aires and the province of Buenos Aires, which shows the different services providing care in this context, broken down by region, with a view to enabling women to locate the correct service.

Under an agreement concluded between the Ministry of Social Action, the Lawyers' Forum, the province of San Juan, and the CNM, a training course was run on prevention and care in the case of Family Violence. The course ran for a total of 60 hours. It was attended by 72 civil servants from the judiciary and the executive branch, and presented 19 projects for implementation. The CNM regards the course as a pilot phase, to be replicated in other regions of the country.

An agreement was reached between the Ministry of Justice and the National Women's Council, whose objectives include:

- To coordinate actions aimed at optimizing, with regard to institutions and the public in general, those services, programmes, and projects (whether public or private) that are concerned with the issue of physical and psychological violence committed against women, and in particular those concerned with Act No. 24,417 on protection against domestic violence and its Regulatory Decree No. 235/96.

- To coordinate actions for the development of national campaigns for the prevention of violence against women in general and to raise the awareness of the community about this subject, with special emphasis being placed on the domestic environment.

- To perform training activities on this subject, with a view to training staff for the community centres run by the Ministry of Justice.

An "implementation unit" has been formed to coordinate the tasks to be carried out jointly by the two agencies.

The Argentine Federal Police provides annual courses to train its staff on this specific theme. The first course, offered in 1995, was entitled the "Course on raising awareness of family violence". It was developed by the Civil Service Department and the CNM. Since 1991 it has had a victim orientation centre, which offers both a telephone counselling service and individual care. In 1998, the centre published a "Resources Guide" containing basic information for those who work day-to-day in the area of social services. The centre was chosen by the CNM to implement the pilot phase of the register of cases of violence against women. In 1996 it created the Centre for the Care of Victims of Sexual Violence, which includes a 24-hour telephone line open every day of the year, and which offers individual attention to minors, adolescents, and adults of both sexes. Its services include psychological, psychiatric, and gynaecological containment and treatment; social work; and legal counselling.

The under-secretary's office for community action of the Ministry of Health and Social Action is presently implementing the Pilot Project for the Care and Prevention of Domestic Violence against Women. The project is funded by the IADB and is being run simultaneously in Argentina, Paraguay, Mexico, the Dominican Republic, and Venezuela.

The project began in November 1997 and was scheduled to run for two (2) years. It has three phases:

1. Assessment of the situation.

2. Construction of a care model.

3. Application, monitoring, and evaluation of the model.

Provision was made for the model to be subsequently transferred to a provincial context, under the auspices of a national plan to be formulated jointly with the 24 provincial jurisdictions, through their respective health ministries.

In 1998, the National Report on Violence against Women was submitted to the Special Rapporteur on Violence against Women, of the United Nations Commission on Human Rights. The period addressed by this report was 1994-1998. The CNM compiled the information and produced the said report.

Changing sociocultural patterns

- Slimming culture. In December 1996, the CNM published a series of recommendations in the second edition of the CNM Review, which discussed the social pressure exerted on women in general, and on teenage girls in particular, to conform to an idealized body shape, thereby harming themselves psychologically and psychically. The recommendations were directed at those who were in a position to minimize the sociocultural factors that are responsible for the imposition of standardized models and that are among the major causes of food disorders: the mass media, those who manufacture or sell clothes, advertisers and producers of slimming products and services.

- Seminar on the image and representation of women in the mass media, held by the CNM and the United Nations in March 1997. The goal was to begin to work with the communications media, in order to raise their awareness of the issue and to discuss the image of women that they convey. Two panel discussions were held, entitled "Women and the media: a professional view" and "Women and the media: constructing strategies". The summary report on the seminar was published and distributed free of charge.

Article 6

[Prostitution]

States Parties shall take all appropriate measures, including legislation, to suppress all forms of traffic in women and exploitation of prostitution of women.

Congress enacted Act No. 25,087 in May 1999. The Act modifies Section III of the Second Book of the Penal Code, replacing the Section's heading, "Offences against honesty", with that of "Offences against sexual integrity". It distinguishes offences of corruption from those related to prostitution. Previous legislation had grouped them together. In the case of minors less than 18 years of age, it provides, like previous legislation, for a prison sentence of between three and ten years. However, in the case of individuals who encourage or facilitate the prostitution of minors, it raises the penalty to a sentence of between four and ten years. There is thus no possibility of parole, and the sentence automatically entails absolute incapacitation for the duration of the sentence, denial of paternal custody rights, and denial of the right to administrate assets and of the right to dispose of assets for acts between living persons. A custodian is appointed to look after the assets. In the case of minors less than 13 years of age, the penalty is six to fifteen years for both offences.

The Penal Code maintains an abolitionist approach, in the sense that it does not classify the exercise of prostitution as an offence, but provides penalties for those who encourage, facilitate, profit from, or economically exploit the prostitution of others. Penalties are increased whenever the victims are younger than 18 years old or when the case involves a parental or educational relationship or any form of intimidation or coercion. Penalties have also been increased for those who encourage minors younger than 18 years of age to enter or leave the country for the exercise of prostitution.

Wherever the victim is more than 18 years old, the penalty requires that there be deception, abuse of a relationship of dependency or power, violence, threats, or any other form of intimidation or coercion: Articles 125b, 126, 127, and 127b.

The relevant articles are the following:

Article 6 provides that Article 125 of the Penal Code shall read as follows:

"Whoever shall encourage or facilitate prostitution of those less than eighteen years of age, regardless of whether the victim has given consent, shall be sentenced to detention or imprisonment of between four and ten years.

The penalty shall be detention and imprisonment of between six and fifteen years whenever the victim is less than thirteen years old.

Irrespective of the age of the victim, the penalty shall be detention or imprisonment of between ten and fifteen years, in the case of deception, violence, threats, abuse of authority or any other form of intimidation or coercion, or if the perpetrator is an older relative, husband, brother, guardian, or a person who lives with the victim or is charged with his or her education or care."

Article 7a provides that Article 126 of the Penal Code be replaced by the following text:

"A penalty of detention or imprisonment of between four and ten years shall be imposed on any individual who, for motives of profit or in order to satisfy other desires, shall encourage or facilitate prostitution of individuals more than eighteen years old through deception, abuse of a relationship of dependency or power, violence, threats, or any other form of intimidation or coercion."

Article 8a provides that Article 127 of the Penal Code be replaced by the following text:

"A prison sentence of three to six years shall be imposed on whoever shall exploit economically the exercise of prostitution by a person through deception, abuse of a relationship of power, dependency, authority through coercion or intimidation, violence, threats, or any other form of intimidation or coercion."

Article 16 provides that Article 127b be replaced by the following:

"Whoever shall encourage or facilitate the entry into, or departure from the country of individuals less than 18 years of age for the purposes of prostitution shall be punished with detention or imprisonment of between 4 and 10 years. The sentence shall be six to fifteen years detention or imprisonment when the victim is less than thirteen years old. Regardless of the age of the victim, the penalty shall be imprisonment or detention of between 10 and 15 years in the case of deception, violence, threats, abuse of authority or any other form of intimidation or coercion, or if the perpetrator is an older relative, husband, brother, guardian, or any person living with the victim or charged with the victim's education or care".

Because the law modifying the Penal Code was approved only recently, the corresponding regulation is still pending.

Since March 1997, the City of Buenos Aires has had a Code of Violations, which was adopted in March 1998. This body of regulations provides for infractions committed in the Independent Territory of Buenos Aires and provides sanctions in the case of conduct which, by action or omission, involve harm or certain danger to legal property, whether individual or group. Persons less than 18 years old shall be exempt from punishment, except in the case of traffic violations.

Section VII of the Code, entitled "Use of Public Space", contains Article 71, "Disturbance of Public Order", which makes it a violation to offer or request sexual service in public places, whether for oneself or on behalf of others.

In Section II, Article 11 sets out the penalties for contravention, which range from warning to arrest, as the maximum penalty.

The Violation Procedures Act (Official Transcript, 1999), stipulates:

Article 1: Rights: Any person held responsible for a violation may exercise the rights accorded to him or her under this Code, from the initial acts until the case is concluded.

Article 2: Competence: Violations shall be considered by the male or female judge or public prosecutor competent at the time the violation is committed.

Article 16: Prevention: Prevention of violations is the responsibility of the authorities exercising the function of security police or agents of the law within the district of the City of Buenos Aires.

Article 17: Complaints: Complaints regarding violations are received by the Public Prosecutor, whether male or female, or by the authority charged with prevention. All aspects of the complaint shall be examined.

These new provisions represent an advance, in the sense that they repeal the Police Edicts, which were the regulatory instruments under which the

exercise of prostitution used to be pursued on the public streets of this city. This process now becomes judicial in character.

Article 7

[Political and public life]

States Parties shall take all appropriate measures to eliminate discrimination against women in the political and public life of the country and, in particular, shall ensure to women, on equal terms with men, the right:

(a) To vote in all elections and public referenda and to be eligible for election to all publicly elected bodies;

(b) To participate in the formulation of government policy and the implementation thereof and to hold public office and perform all public functions at all levels of government;

(c) To participate in non-governmental organizations and associations concerned with the public and political life of the country.

- Publication, in the CNM Review, of a Guide to implementing the Quotas Act, including an informational section and a summary of the most important decisions. Also, 5,000 additional copies were distributed around the country during the month of May, in preparation for the national elections of October 1997.

- The Ministry of the Interior, through the National Directorate for Political Reform, initiated the Training programme for political leaders, which is designed primarily to help create a class of women political leaders who are informed, efficient, and have a profound sense of democracy, with a view to their participation in policy-forming and decision-making levels of political parties, the electoral process, and the governmental arena. The programme is federal in nature, and is designed to be replicated at the provincial level.

  From 4 to 30 May 1997, the First Training Course for Women Instructors was held in the City of Buenos Aires. It was attended by women instructors from 18 provinces and the City of Buenos Aires. In a second phase, which lasted from August to October 1998, the training course for provincial women instructors was held in 7 provinces.

- From 3 to 5 June 1997, the First National Meeting of Provincial Women Legislators was held, at the instigation of the CNM. The meeting was attended by national women legislators and various women civil servants, as well as by provincial women Deputies and Senators from the different political parties. The goal was to share different ideas and proposals that would help to optimize their legislative work. Panel discussions were held on progress made in the areas of national legislation and women' rights, the status of legislation concerning projects related to women, the application of the Quotas Act to the

different electoral systems, women and social progress, and women and social security. The outcome of the meeting was a proposal to set up a network of provincial women legislators.

- Meeting of Governmental Women's Organizations of the Countries of MERCOSUR, held in Brazil from 3 to 5 December 1997, under the auspices of UNIFEM and Brazil's Ministry of Industry, Trade and Tourism. The meeting was attended by the Chairperson of Brazil's National Council of Women's Rights, Rosiska Darcy de Oliveira; Paraguay's Minister of the Department of Women, Cristina Muñoz; the representative of Uruguay's National Institute of the Family and Women, Ms. Hebe Vasconcellos; and the Chairperson of Argentina's CNM, Ms. Ester Schiavoni. The goal of the meeting was to create an equal-opportunities mechanism within the context of the MERCOSUR Treaty. The Joint Declaration of the Representatives of Governmental Women's Offices proposes that the competent authorities set up a Meeting of Women Ministers and/or the highest-ranking authorities of the government agencies responsible for public policies on women in these countries, and implement the mechanisms necessary to ensure equal opportunities between men and women, in the development of the tasks involved in the various negotiating areas that make up MERCOSUR.

- Congress of National Women Legislators of the Member Countries of MERCOSUR. This was held within the framework of the Fourth Meeting of the MERCOSUR Women's Forum, held in the City of Buenos Aires from 22 to 24 April 1998. The Congress was declared to be of parliamentary interest, and was held under the auspices of national agencies such as the CNM, the Ministry of the Interior, the Ministry of Foreign Affairs, International Trade, and Worship, and the Department of Small- and Medium-sized Business. Women legislators, trade union members, businesswomen, and representatives of different areas of education and culture, representing every MERCOSUR nation, attended the Congress, participating as speakers at the various meetings held. Other speakers included high-level officials of the Government, the European Union, and the State Department, as well as Ambassadors. It was officially opened by the Foreign Minister, the Chairperson of the CNM, and the Forum Chairperson.

National executive branch

From 1995 to April 1999, a woman served as Argentina's Minister of Education.

There are three relevant public offices in this context. All are Departments. They report directly to the Office of the Presidency, participate in meetings of the Federal Cabinet, and are headed by women. They are the Department of Natural Resources and Sustainable Development; the Department of Culture; and the Department of Small- and Medium-sized Business. They make up 20 per cent of all Departments.

The National Women's Council, whose Chairperson has ministerial rank and status, reports directly to the Office of the Presidency.

There are five Departments run by women at the various Ministries: the Civil Service Department and the Department of Fiscal Equity (Office of the Chef de Cabinet), the Department of Institutional Affairs and the Department of Community Relations (Ministry of the Interior), and the Department of Consular and General Affairs (Ministry of Foreign Affairs, International Trade, and Worship. They represent 14 per cent of the total 36 Departments.

There are presently eleven (11) chairpersons at under-secretary's offices: the under-secretary's office for education planning (Ministry of Education), the under-secretary's office for budgetary coordination (Office of the Chef de Cabinet), the under-secretary's office for coordination (Office of the Presidency), the under-secretary's office for technology (Office of the Presidency), the under-secretary's office for women (Ministry of Foreign Affairs, International Trade, and Worship), the under-secretary's office for the evaluation of educational quality (Ministry of Education), the under-secretary's office for policies and programmes (Office of the Presidency), the under-secretary's office for administrative and financial management (Ministry of Defence), the under-secretary's office for human and social rights (Ministry of the Interior), and the under-secretary's office for community care (Ministry of Health and Social Action).

Decree No. 993/91 created the Ranking System for Executive Functions, which currently comprises five levels. The system includes Heads of National Directorates and Unit Coordinators, who are ranked from I to V, in descending order of importance.

In July 1997,[1] 28.6 per cent of State administrative posts were held by women. This represents an increase with respect to the third report. However, the proportion of upper-echelon administrative posts held by women is falling.

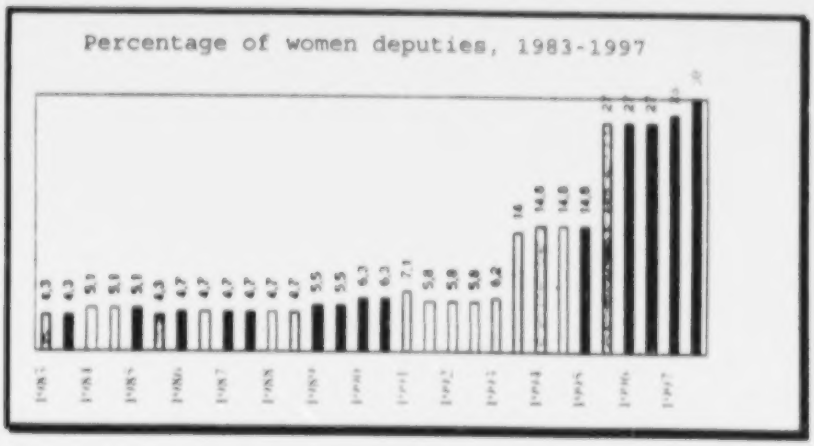
Sex/Educational level	I	II	III	IV	V	TOTAL
Men %	82.30	77.60	71.40	65.80	61.40	71.40
Women %	17.70	22.40	28.60	34.20	38.60	28.60

Under Article 38 of Annex I to Decree No. 993/91 (Official Transcript, 1995) the Chairperson of the National Women's Council and/or her designated representative may participate as an observer in the selection process for elective offices with an executive function. In fulfilment of these provisions, the CNM attended 51 competitions for elective offices during 1997.

[1] The latest data available in this category from the Civil Service Directorate are for July 1997.

Congress

The following chart shows the evolution of elective offices between 1983 and 1997.



In 1998, 73 (28.9 per cent) of a total 258 representatives in the Chamber of Deputies were women. In the Senate, 2 out of a total 70 representatives were women.

Among positions of authority in the Chamber of Deputies, the position of Third Deputy-Chairperson is held by a woman, and 5 committees are chaired by women (Natural Resources and the Environment, Families and Minorities, Human Rights and the Disabled, and 2 Senate Committees (Water Resources and Education).

Provincial legislatures

- The participation of women in provincial legislatures increased as a result of the national elections of 1997, following approval of legislation on Quotas at the provincial level.

PROVINCE	% PARTICIPATION OF WOMEN IN SENATE	% PARTICIPATION OF WOMEN IN CHAMBER OF DEPUTIES	% PARTICIPATION OF WOMEN IN SINGLE-CHAMBER LEGISLATURES
Buenos Aires	21.70	22.00	-
Catamarca	11.76	12.20	-
Chaco	-	-	26.60
Chubut	-	-	33.30
City of Buenos Aires	-	-	35.00
Córdoba	7.25	20.60	-
Corrientes	0	12.00	-

Entre Ríos	0	7.14	-
Formosa	-	-	16.60
Jujuy	-	-	28.00
La Pampa	-	-	27.00
La Rioja	-	-	3.33
Mendoza	18.42	20.83	-
Misiones	-	-	27.50
Neuquén	-	-	29.40
Río Negro	-	-	25.50
Salta	8.60	10.00	-
San Juan	-	-	11.36
San Luis	22.20	17.50	-
Santa Cruz	-	-	20.80
Santa Fé	0	26.00	-
Santiago del Estero	-	-	11.10
Tierra del Fuego	-	-	13.30
Tucumán	-	-	22.00

- Of the country's 1,924 local councils, 132 are headed by a woman mayor (equivalent to around 7 per cent of the total).

- Taking 20 of the country's total 23 jurisdictions into account, 504 (30 per cent) of a total 1,693 local councillors are women.

Judiciary

The National Supreme Court of Justice has no women members. In the provinces of Chaco, Córdoba, Corrientes, Mendoza, Misiones, and Santiago del Estero, there are women on the Supreme Courts of Justice.

Because Argentina is a federal country, it has a Federal Judiciary, a National Judiciary (applied in the Federal Capital), and Provincial Judiciaries in each of the country's jurisdictions.

Information provided by the Ministry of Justice shows that within the Federal Judiciary, participation of women judges in courts and legislative chambers was as follows:

Percentage of women judges in the federal judiciary - figures for the whole country

	Total	Total No. of members	Total women	%
Federal Legislatures	19	109	13	11.93%
Federal Courts of First Instance and Federal Oral Tribunals	160	204	42	20.58%

Thus, the participation of women is greater on the Courts of First Instance, while the largest concentration of women judges is found in the City of Buenos Aires, in the case of both Federal Legislatures and Courts of First Instance.

The following data, divided up by local jurisdiction, illustrates the situation within the National Judiciary:

Percentage of women judges on the Court of Appeal of the National Chamber of Appeals.[2]

Jurisdiction	Total	Women	Men	% Women
National Chamber of Appeals (Civil)	38	11	27	28.9%
National Chamber of Appeals (Commercial)	15	3	12	20%
National Chamber of Appeals (Criminal and Correctional)	11	-	11	-
National Chamber of Appeals (Labour)	29	10	19	34.4%
National Chamber of Appeals	12	3	9	25%
National Chamber of Appeals (Economic)	6	-	6	-

Percentage of women judges in the National Judiciary of First Instance[3]

Jurisdiction	Total	Women	Men	% Women
Civil	110	39	71	35.4%
Commercial	26	7	19	26.9%
Oral Criminal Court	90	19	71	21.1%
Trial Court	49	9	40	18.3%
Economic Criminal Court	8	-	8	-
Labour	80	43	37	53.7%

[2] Data taken from the Judicial Guide (updated to 1999).
[3] Data taken from the Judicial Guide (updated to 1999).

Women in Provincial Judiciaries

The Supreme Courts of Justice that have women members are those in the provinces of Chaco, Córdoba, Corrientes, Mendoza, Misiones, and Santiago del Estero.

Percentage of women judges in Provincial Judiciaries

Mendoza

Jurisdiction	Members	Men	Women	% Women
Chambers	81	62	19	23.4
Courts	79	52	27	34.1

Santa Fé

Jurisdiction	Members	Men	Women	% Women
Chambers	96	80	16	16.6
Courts	171	129	42	24.5

Buenos Aires

Jurisdiction	Members	Men	Women	% Women
Chambers	161	139	22	13.6
Courts	467	329	138	29.5

Chaco

Jurisdiction	Members	Men	Women	% Women
Chambers	35	22	13	37.1
Courts	28	15	13	46.4

Chubut

Jurisdiction	Members	Men	Women	% Women
Chambers	11	8	3	27.2
Courts	24	17	7	29.1

Catamarca

Jurisdiction	Members	Men	Women	% Women
Chambers	9	7	2	22.2
Courts	22	17	5	22.7

Córdoba

Jurisdiction	Members	Men	Women	% Women
Chambers	142	116	26	18.3
Courts	128	80	48	37.5

Formosa

Jurisdiction	Members	Men	Women	% Women
Chambers	9	7	2	22.2
Courts	16	9	7	43.75

Jujuy

Jurisdiction	Members	Men	Women	% Women
Chambers	22	14	8	36.3
Courts	8	6	2	25

La Pampa

Jurisdiction	Members	Men	Women	% Women
Chambers	17	15	2	11.7
Courts	22	15	7	31.8

La Rioja

Jurisdiction	Members	Men	Women	% Women
Chambers	27	19	8	29.6
Courts	15	11	4	26.6

Tucumán

Jurisdiction	Members	Men	Women	% Women
Chambers	67	44	23	34.3
Courts	47	22	25	53.1

Tierra del Fuego

Jurisdiction	Members	Men	Women	% Women
Chambers	5	5	0	0
Courts	11	7	4	36.3

Santa Cruz

Jurisdiction	Members	Men	Women	% Women
Chambers	11	9	2	18.1
Courts	11	7	4	36.3

Santiago del Estero

Jurisdiction	Members	Men	Women	% Women
Chambers	27	9	18	66.6
Courts	22	12	10	45.4

San Luis

Jurisdiction	Members	Men	Women	% Women
Chambers	18	13	5	27.7
Courts	22	6	16	72.7

San Juan

Jurisdiction	Members	Men	Women	% Women
Chambers	27	24	3	11.1
Courts	45	21	24	53.3

Entre Ríos

Jurisdiction	Members	Men	Women	% Women
Chambers	41	35	6	14.6
Courts	79	55	24	30.3

Corrientes

Jurisdiction	Members	Men	Women	% Women
Chambers	34	25	9	26.4
Courts	52	24	28	53.8

Salta

Jurisdiction	Members	Men	Women	% Women
Chambers	24	22	2	8.3
Courts	36	27	9	25

Neuquén

Jurisdiction	Members	Men	Women	% Women
Chambers	5	5	0	0
Courts	11	6	5	45.4

Río Negro

Jurisdiction	Members	Men	Women	% Women
Chambers	41	37	4	9.7
Courts	21	15	6	28.5

Misiones

Jurisdiction	Members	Men	Women	% Women
Chambers	17	9	8	47
Courts	47	30	17	36.1

Source: charts constructed by CNM according to 1997 data from the Ministry of Justice

Participation in political parties

Approval is pending in Congress for the Act regulating the constitutional right to the full exercise of political rights through equality of opportunity between men and women regarding access to party positions, by means of positive actions regulating the operations of political parties (Art. 37 of the Constitution).

For the country as a whole, the total number of women affiliated to the various political parties was 2,827,902 in June 1991. This represents 45.2 per cent of all party affiliations. However, the presence of women among senior positions at the main political parties (positions such as Chairperson or General Secretary, Deputy Chairperson, Secretary, and Representative) is practically zero.

Union sector

In 1997 the Institute of Women of the General Labour Confederation (CGT) organized the First Meeting of Women Trade Unionists from Buenos Aires Province. The meeting was held in the city of Mar del Plata, and was attended by more than 1,000 women. One of the main demands was for the Quotas Act to be applied with respect to elective positions within the unions.

In March 1998 the Institute launched a Plan of Action for Equality of Opportunities and Treatment, with a view to consolidating and strengthening the position of mid-level women leaders within the trade unions. To this end, the Institute carries out a number of activities, including work on a union quotas act, collective bargaining, risks at work, etc.

Research conducted by the CGT's Arturo Jauretche Institute, at the instigation of the ILO[4], revealed that among the First or Second Grade unions affiliated to the CGT, there are eight Women's Offices of importance: the National Women's Secretariat of the Argentine Federation of Commercial Employees, the Women's Department of the Automobile Union, the Women and Family Department of the National Banking Association, the Women's Office of the Women's Civilian Staff Union, the Association of Argentine models, the Women's Department of the Union of Armed Forces' Civilian Personnel, the Women's Secretariat of the Union of Pastry Cooks and Associated Workers, and the Association of Travelling and Associated Salespersons.

The following points emerged from the interviews conducted by researchers and from the testimony they gathered: (a) women have done a considerable amount over the years in an effort to win their own niches within the unions and within the highest-level union management bodies. However, despite 15 years of work, women union members recognize the difficulties they face in terms of participating in union decision-making processes; (b) the niches that women have attained continue to be a subject of controversy, because they offer women little room to take decisions and only a limited degree of autonomy. Women are often obliged to satisfy the general interest of the union organization rather than their own interests; (c) there is a significant gap between a union's official position, or "pro forma" acceptance, and its active acceptance in terms of its own activities and day-to-day endeavours; (d) in general terms, there is no doubt that there remains a strong resistance to the incorporation of women at power and decision-making levels within the unions.

Business-management sector

In the context of the research conducted within the trade union sector, the ILO proposed that research also be conducted into the participation of women in the business-management sector. The resulting survey, entitled "Smashing the glass ceiling: women in management in Argentina", was carried out with the backing of the Argentine Business University (UADE) and the Argentine Industrial Union (UIA).

The survey looked at the situation of women working as company administrators or employees, who are in charge of other workers, and have decision-making powers and management or administrative tasks which they had not assumed simply because they were owners of the firm or owners' partners.

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[4] Women and the trade union movement in Argentina: past views and current perspectives on the increase in gender awareness among trade unions (in the process of publication).

Women in management positions have a considerable level of formal education: two-thirds of those surveyed had completed university studies, while the other third said they had not yet completed their advanced studies. Many also said they had had a career or taken short-term or long-term postgraduate courses.

Comparison of the wages of company executives, performed on the basis of secondary data, reveals that only 30 per cent of women in high or mid-level management jobs are paid the salaries attributable to those positions. The higher the company position, the greater the wage gap. Less than 30 per cent of senior women managers attend executive training centres.

Researchers identified favourable factors and obstacles with respect to women's opportunities to take up and develop careers in positions of corporate responsibility.

The favourable factors identified are the following:

- Current legislation, particularly legislation concerning maternity leave and laws improving job security.
- Equal access to all levels of education.
- The trend for business organizations to find ways to provide childcare facilities, either on or off the company premises, and to offer flexible work schedules for their employees.
- The existence of national or international organizations that are attentive to the problems encountered by women in the workplace.
- Family attitudes encouraging the sharing of roles and responsibilities regarding household chores and the care of children and the elderly.

The following are some of the obstacles identified:

- Business organizations that were created by men and moulded according to their models and operating methods expect women to adapt to such models and methods.
- Workplace segregation, or lower wages earned for the same responsibilities.
- Self-imposed limitations deriving from women's formal education: their failure to recognize the existence of a wage gap between men and women who hold jobs with equal responsibilities, and their failure to communicate their desires with respect to wages and power.
- The lack of, or failure to implement favourable factors.

A study carried out by the consultants Bertoni and Associates on recruitment advertisements for executive jobs shows that 85.4 per cent seek male candidates, 11.3 per cent do not specify the sex, and only 3.3 per cent seek

women candidates. This is consistent with the very low proportion of women holding administrative positions in the business sector.

Non-governmental organizations

As part of the decentralization process, and since the creation of the Federal Council, women's NGOs have been working directly with the Provincial Women's Areas in their respective jurisdictions. There were 214 NGOs that participated fully in the diagnostic workshops held in all provinces by the CNM and in the process of formulating and designing the Federal Plan for Women.

The following are the organizations that participated within each jurisdiction:

Buenos Aires

Asociación Amigos Unidad/Almirante Brown
Cáritas/Almirante Brown
Club Saladero
Comedor Centro Alegría
Comedor Infantil No. 2
Cooperadora del Hospital San Antonio de Padua de Navarro
Junta Vecinal Barrio FONAVI/Ayacucho
Obispado/Almirante Brown
Zona Nacional Club

Federal Capital

ADEUEM
ASIMRA
CEDEM
Consejo Argentino de Mujeres Israelitas (Argentine Council of Jewish Women)
FEIM
Foro Permanente por los Derechos de las Mujeres (Permanent Women's Rights Forum)
Foro por los Derechos Reproductivos (Centro de Estudios de Estado y Sociedad) (Forum for Reproductive Rights (Research Centre for State and Society))
Frente de la Mujer del Partido Frente Grande (Women's Front of the Broad Front Party)
Fundación Alicia Moreau de Justo (Alicia Moreau de Justo Foundation)
Fundación Sergio Karakachov (Sergio Karakachov Foundation)
Instituto Social y Politico de la Mujer (Women's Social and Political Institute)
Lugar de la Mujer
Red Argentina de Género, Ciencia y Tecnología (Facultad de Filosofía y Letras - UBA)
Tiempo de Mujer
UPCN

Catamarca

Asociación Alicia Moreau de Justo (Alicia Moreau de Justo Foundation)
Centro de Asistencia a la Victima del Matrado (Treatment Centre for Victims of Abuse)
Universidad Nacional de Catamarca (PRIDEG)

Chaco

Asociación General San Martín
Asociación Mujeres Estrella Federal
Bases y Principios
Comité Provincial Unión Civica Radical (Provincial Committee of the Radical Civic Union Party)
Comunidad Creciente
Fiesta Nacional del Algodón de Sáenz Peña
Instituto de Participación Comunitaria
Juana Manso
Liga de Madres de Familia (League of Mothers)
Movimiento Ecuménico de Derechos Humanos (Ecumenical Human Rights Movement)
Organización Partido Justicialista (Justicialist Party Organization)
Programas Familias Unidas (United Family Programmes)
Red Solidaria de Mujeres del Interior (Joint Network of Women from the Interior Region)
Unión Personal Civil Provincial (Provincial Civilian Workers' Union)
Facultad de Ciencias Económicas de la Universidad Nacional de Noreste

Chubut

Asociación de Microempresarios de Chubut/Rawson (Chubut Small Businessmen's Association/Rawson)
Asociación Trabajadores del Estado/Rawson (State Workers' Association/Rawson)
Asociación Vecinal barrio COVIRA/
Asociación Vecinal Las Golondrinas
Asociación Vecinal y Consejo de Mayores/Lago Puelo" (Neighbourhood Association and Council for the Elderly)/Lago Puelo)
Casa de la Mujer/Puerto Madryn
Diócesis de Comodoro Rivadavia
Fundación Tehuelche (Tehuelche Foundation)

Córdoba

Asociación de Secretarias Ejecutivas
ExCamm
Fundación Mujer Paz y Desarrollo (Women for Peace and Development Foundation)
Partido Justicialista/Cemucal (Justicialist Party/Cemucal)
Facultad de Psicología de la Universidad Nacional de Córdoba Universidad Católica de Córdoba

Corrientes

Asociación Correntina de Mujeres (Corrientes Women's Association)
COETÍ Asociación Interdisciplinaria de Protección Familiar: asistencia a víctimas de violencia
Conciencia
Consejo Multidisciplinario de la Mujer (Multidisciplinary Women's Council)
Cooperadora del Centro de Atención Integral de Mujeres Empresarias (Cooperative of the Comprehensive Care Centre for Businesswomen)
Organización Sionista Femenina de la Argentina (Argentine Women's Zionist Federation)
Orientación para la Joven
SAPP
Unión de Mujeres Americanas Rama Argentina (Union of American Women, Argentina Branch)

Entre Ríos

Asociación Civil Solidaria
Bolsa de Comercio (Commodities Exchange)
Fundación por los Derechos de la Mujer Latinoamericana (Foundation for the Rights of Latin-American Women)
Hospital San Roque
Mujeres Rurales
Sindicato Argentino de Amas de Casa (Argentine Housewives' Union)
UPCN

Formosa

Hogar de Madres y Niños
Fundación Resurgir
Sociedad de Fomento de Subteniente Perín

Jujuy

Aborígenes de Humahuaca
Centro Vecinal de Campo Azul
Centro Vecinal Loteo Barcena
Colegio Profesional de Servicio Social
Comunidad Aborígenes Orincupo/Ledesma
Cooperadora Hospital Zagada/Fraile Pintado
Equipo Técnico del Foro del Municipio/Jujuy
Hospital San Roque
Organización para la Salud

La Pampa

Asociación "Mujeres Hoy"
Asociación Trabajadores del Estado (State Workers' Association)
Cáritas
Cruz Roja (Red Cross)
Liga de Amas de Casa (Housewives' League)
Obispado de La Pampa
UPCN
Universidad Nacional de La Pampa

La Rioja

Asociación Amas de Casa (Housewives' Association)
Fundación Encuentro para la Mujer y Salud
Fundación Protección de la Violencia Vinchina
Fundación Riojana para la Salud
Liga de Madres de Familia (League of Mothers)
Organización de Madres Solteras (Organization for Single Women)
Orientación para la Mujer
PROMEDOR
Sindicato Argentino de Amas de Casa (Argentine Housewives' Union)
Secretaria General de Sindicatos/Arauco

Mendoza

Asociación Argentina de Mujeres Rurales
Asociación de Defensa de los Derechos de la Mujer/San Rafael
Campaña Mundial contra el Hambre (World Campaign against Hunger)
Cáritas
COMITES
Conciencia
Encuentro de Mujeres
Federación Argentina de Mujeres Universitarias (Argentine Federation of University Women)

Misiones

Sindicato Argentino de Amas de Casa (Argentine Housewives' Union)
Secretario Municipal de la Mujer del Partido Justicialista (Women's Municipal Secretariat of the Justicialist Party)
UNAM
Facultad de Humanidades y Ciencias Sociales de la Universidad Nacional de Misiones
Wanda - ONG Casa de la Mujer

Neuquén

Centro interdisciplinario de Estudios de Género (Facultad de Humanidades - Universidad Nacional del Comahue)
Condición Femenina
Fundación de Estudios Patagónicos (Foundation for Patagonian Studies)
Mujeres por el Derecho a Elegir

Río Negro

Bloque FREPASO (FrePaSo Party, Local Section)
Facultad de Antropología
Foro de Mujeres Políticas (Political Women's Forum)
Foro de Mujeres. Red. Provincial Violencia Familiar (Women's Forum/Provincial Family Violence Network)
Fundación Evolución
Hogar de Tránsito para mujeres y niños
LALCEC (Liga Argentina de Lucha contra el Cáncer)
Nahuen Peñi
Red Iberoamericana Cuestiones de Género (Latin American Network for Gender Questions)
Universidad Nacional del Comahue

Salta

Centro Vecinal/Departamento San Martín
Centro Vecinal Barrio San Silvestre
FUNDAYAR
FUNIF
FUNPEL
Hogar Madres Solteras
Liga de Amas de Casa (Housewives' League)

San Juan

Sociedad Mujeres de Negocio y Profesionales (Society for Businesswomen and Professional Women)
Asociación Almamadres (Madres solteras) (Association for the Care of Single Women)
Asociación Argentina de Hogares Rurales (Argentine Association of Rural Homes)
Cesoc: Alma Madres Solteras
Conciencia
Programa de Estudios de las Mujeres - Facultad de Ciencias Sociales - Universidad Nacional de San Juan
Fundación Feres (Feres Foundation)
Iglesia Evangélica (Evangelical Church)
LALCEC
Liga de Madres de Familia (League of Mothers)
Mujeres de Villa Corrientes
Pro Mujer
Rotary Club
Sindicato Argentino de Amas de Casa (Argentine Housewives' Union)

Unión Docentes Egresados Provinciales (Union of Provincial Women Graduates)
Unión Vecinal Barrio Fermín Rodríguez

San Luis

Asociación Gerontológica
Fundación Convivir
Liga de Amas de Casa (Housewives' League)
Red Barrial
Universidad Nacional de San Luis

Santa Fé

Centro de Estudios Sociales y Culturales/Reconquista
Cooperativa de Vivienda/Rosario
Cooperativa de Vivienda 3 De Febrero/Rosario
Federación Argentina de Mujeres de Negocios y Profesionales (Argentine Federation of Businesswomen and Professional Women)
Fundación Victor Hugo Mado
Fundación Juana Manuela/Rosario
Fundación Solidaridad/Rosario
Jardín de Infantes No. 49 "Los Gurises"/Villa Constitución
Oame (Organización Argentina de Mujeres Empresarias)/Rosario
Partido del Progreso Social
Partido Justicialista (Justicialist Party)
Sindicato Argentino de Amas de Casa (Argentine Housewives' Union)
UPCN
Universidad Nacional de Rosario

Tierra del Fuego

Foro de Mujeres Políticas/Río Grande (Political Women's Forum)
Fundación Arbol de la Paz/Río Grande
ASOEM, Foro Mujeres Políticas/Río Grande (Political Women's Forum)
Cooperadora Escuela Especial No. 4 Río Grande
Cooperativa Eléctrica/Río Grande
COPANEFU/Río Grande
Sociedad de Fomento Bº Chepachen/Río Grande

Tucumán

Adoratrices
Asociación de Madres de Santa Ana/Río Sali
Asociación Mujeres Fraternales
Cáritas/Obispado de Concepción
Centro de Comerciantes/San Pedro de Colalao (San Pedro de Colalao Traders' Centre)
Centro de Promoción Comunitaria Nueva Baviera
Club Argentino de Servicios/Alberdi
Confederación General de Trabajo Area Mujer (Women's Office of the General Labour Confederation)
Cooperativa de Trabajo de Campo/Departamento Familia

FASTA
FUEIPDI (Fundación para el Estudio e Integración de las Personas con Discapacidad) (FUEIPDI (Foundation for Study and Integration of Disabled People)
Fundación Nuestra Señora de Luján (Foundation of Our Lady of Luján)
Fundación Tucumana Para la Mujer (Tucumán Women's Foundation)
Movimiento de los Focolares (Focolares Movement)
Movimiento Gen
Mujeres agropecuarias de Cruz Alta
Mujeres comerciantes del Sur
Mujeres Israelitas
Mujeres Tucumanas
Proyecto Unir Undet
Sindicato Argentino de Amas de Casa (Argentine Housewives' Union)
SUTERH (Sindicato Único de Trabajadores de Edificios de Renta y Propiedad Horizontal)
Universidad Nacional de Tucumán
UPCN

Also, as part of the development of the Federal plan for women in the provinces and municipalities, provision was made for NGO representatives to participate in training and technical assistance workshops, together with representatives of the governmental sector. The plan also provides for the possibility of exchanges between governmental women's offices and Organizations of Civil Society, through support for research and intervention projects.

Article 8

[International representation]

States Parties shall take all appropriate measures to ensure to women, on equal terms with men and without any discrimination, the opportunity to represent their Governments at the international level and to participate in the work of international organizations.

Within the foreign diplomatic service, women represent 9 per cent of all Ambassadors. When Secretary and Minister positions are included, women make up 10 per cent of the total.

Total women Secretaries:	77
Total women Ministers:	31
Total women Counsellors:	63
Total women Ambassadors:	9

Article 9

[Nationality]

1. States Parties shall grant women equal rights with men to acquire, change or retain their nationality. They shall ensure in particular that neither marriage to an alien nor change of nationality by the husband during marriage shall automatically change the nationality of the wife, render her stateless or force upon her the nationality of the husband.

2. States Parties shall grant women equal rights with men with respect to the nationality of their children.

There is no legal or administrative discrimination of any kind.

Article 10

[Education]

States Parties shall take all appropriate measures to eliminate discrimination against women in order to ensure to them equal rights with men in the field of education and in particular to ensure, on a basis of equality of men and women:

(a) The same conditions for career and vocational guidance, for access to studies and for the achievement of diplomas in educational establishments of all categories in rural as well as in urban areas; this equality shall be ensured in pre-school, general, technical, professional, and higher technical education, as well as in all types of vocational training;

(b) Access to the same curricula, the same examinations, teaching staff with qualifications of the same standard and school premises and equipment of the same quality;

(c) The elimination of any stereotyped concept of the roles of men and women at all levels and in all forms of education by encouraging co-education and other types of education which will help to achieve this aim and, in particular, by the revision of textbooks and school programmes and the adaptation of teaching methods;

(d) The same opportunities to benefit from scholarships and other study grants;

(e) The same opportunities for access to programmes of continuing education, including adult and functional literacy programmes, particularly those aimed at reducing, at the earliest possible time, any gap in education existing between men and women;

(f) The reduction of female student drop-out rates and the organization of programmes for girls and women who have left school prematurely;

(g) The same opportunities to participate actively in sports and physical education;

(h) Access to specific educational information to help to ensure the health and well-being of families, including information and advice on family planning.

The aim of the Federal Education Act, approved in 1993 within the framework of broader State reforms, is to enable the State to focus on its inalienable responsibilities, especially its responsibility to provide education in the service of social justice. The Act brings together and embraces all levels (initial education, basic general education (EGB), and multi-track education) and all 24 jurisdictions. It introduces the concept of equity, reflected in the introduction of gender contents (common basic contents (CBCs) are expressed in non-sexist language) and the formulation of compensatory policies, characterized by the following:

- Focus on priority sectors of the population and on achieving a broad reach.
- Decentralization of resources, with community participation and social control. The promotion of schools' autonomy is regarded as a permanent building process helping to create a high-quality, equitable educational system.
- Pedagogical centrality, which sets the provision of services within a pedagogical context, with the teaching and learning processes at the centre.

In designing programmes, priority is given to ensuring that students - both boys and girls - enter, remain in, and continue in school education, reducing grade-repetition and drop-out rates. Throughout the country, basic mandatory enrolment applies to all children between 4 and 14 years old (11 years in total). This includes all initial levels plus basic general education levels 1, 2, and 3.

By 1998, significant advances had been made with regard to the participation of female students in the formal education system. As can be seen from the following table, total student enrolment numbers is increasing year by year.

Pupils by survey year and sex, according to cycle/teaching level[5]

Level/cycle	1996			1997			1998		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
total	9 353 387	4 587 501	4 765 886	9 703 056	4 533 174	4 944 745	9 963 098	4 889 214	5 073 884
Initial	1 116 951	553 445	563 506	1 155 449	353 713	576 599	1 178 281	591 886	586 395
EGB 1				2 552 927	1 308 303	1 244 624	2 606 679	1 328 953	1 277 726
EGB 2				2 130 671	1 077 552	1 053 119	2 215 949	1 120 015	1 095 934
EGB 3				2 148 103	1 068 298	1 079 805	2 180 726	1 085 202	1 095 524
Primary	5 250 329	2 681 320	2 569 009	56 475	26 198	30 277	57 502	28 069	29 433
Secondary	2 594 329	1 246 339	1 347 990	1 223 450	572 084	651 366	1 234 251	581 509	652 742
Multi-track				45 356	21 452	23 904	81 799	38 333	43 466
SNU	391 778	106 397	285 381	390 625	105 574	285 051	407 911	115 247	292 664

Key to table:

Initial: pre-school teaching level, for children aged 4 and 5.
EGB 1: First cycle of basic general education. Children aged 6 to 8.
EGB 2: Second cycle of basic general education. Children aged 9 to 11.
EGB 3: Third cycle of basic general education. Children aged 12 to 14.
Multi-track: This level corresponds to secondary school. Adolescents, 15 to 18 years old.
SNU: Non-university system.

[5] Annual survey for 1997 - Federal Educational Information Network. National Ministry of Culture and Education.

The table shows data for the whole country. Some jurisdictions did not complete the educational transformation process, and so the two systems coexist: EGB/primary and multi-track/secondary.

Of the total enrolment for basic general education (EGB 1, 2 and 3), 49.4 per cent are female students. The figures for each cycle are as follows: EGB 1 = 48.7 per cent, EGB 2 = 49.4 per cent, and EGB 3 = 50.2 per cent. In 1998, 49.1 per cent were female.

At the secondary and multi-track level, for 1997, 53.22 per cent of students were female. This figure breaks down as follows: 1st year: 53.2 per cent, 2nd year: 54 per cent, 3rd year: 55.9 per cent. In 1998, female students made up 53 per cent of total enrolment. The fact that the enrolment level increases with each level indicates that female students are remaining in the system. With regard to non-university higher education, 73.51 per cent were women in 1997. The figure remained steady at 73 per cent in 1998. This may be due to the fact that most institutions in this category are teacher-training institutions, offering courses that primarily attract women. The characterization of courses as masculine and/or feminine is explained by the choices made at secondary school level, as the following table shows:

Secondary cycle/level graduates by type of education and sex, according to survey year and track

	Total			Common			Adult			Arts		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
1998 total	283 505	119 196	164 249	250 207	105 622	144 584	32 657	13 461	19 196	641	121	520
Agricultural	5 521	3 624	1 897	5 390	3 569	1 821	131	55	76			
High-school Certificate	154 483	54 167	100 316	137 580	47 365	90 215	16 333	6 696	9 637	570	106	464
Commercial	83 717	32 574	51 143	70 097	26 950	43 147	13 620	5 624	7 996			
Others	4 333	1 720	2 613	1 924	775	1 149	2 338	930	1 480			
Technical	35 451	27 119	8 332	35 216	26 963	8 253	235	156	79			

/...

Prior to the educational reforms, there were three kinds of secondary education: Common, which covers all tracks for students between 12 and 17 years old; Adult, for those who have dropped out of school or never attended school; and Arts.

The courses corresponding to the secondary level - high-school certificate and commercial - still show the highest number of students, as well as the same trend observed in the rest of the system: more female students than male students. Technical and agricultural courses attract a higher number of male students, while arts courses attract more female students.

Equality of access has been achieved within the education system for boys and girls at the initial, basic, and secondary levels. In 1996, 1997, and 1998, there were significantly more male students repeating grades than there were female students repeating grades. According to a World Bank report, girls are achieving better scores than boys.

Differences begin to emerge at tertiary and university levels, and more in terms of the number of students staying at school and graduating from school than in terms of the number enrolling in school.

In qualitative terms, discrimination against women is seen in:

1. The stereotypes present in educational materials;

2. The segregation practised within the context of vocational guidance. This has an impact on women's participation in scientific and technological progress. For example, in multi-track technical courses, there are approximately 20,000 more men than women. In the case of Arts courses, however, there are four times as many women as men. High-School Certificate and Commercial courses attract twice as many women as men, although these courses attract the most students.

3. The role of teachers in perpetuating prevailing models.

4. Female participation in educational administration jobs at regional and national levels. In Argentina, women participate to a considerable degree in educational administration jobs at regional and national levels. In 1996, 19 of the 24 jurisdictions were women Ministers (or a comparable rank). This is in addition to the National Minister.

Health education programme

This theme is included in the common basic contents (CBCs) as a cross-disciplinary content. The themes are: healthy food, care and personal hygiene, disease prevention, environment and health, eating habits, emotional and sexual education, and prevention of childhood accidents.

Programme for the rights of children and adolescents

The goal of this programme is to disseminate information about the rights of children and adolescents in schools around the country. This is organized around two thematic areas: identity and non-discrimination, and children and

adolescents as a subject of law. For one week every year, a campaign is run in the communications media, around a central theme.

The campaign includes a set of materials designed for the provinces, called "Education and Quality of Life".

Programme for women and education

The goal of this programme was to consider the gender perspective in the context of the successful coexistence of both sexes within the school environment, beginning with respect for oneself and others, and respect for people's differences and similarities. Efforts were made to include contents with a gender perspective within curriculum contents and development. The programme ended in 1998.

Educational and Social Plan

Programme to provide better education for all

This project's goals are: to improve conditions for working in the schools, to strengthen the school's teaching function, and to help schools integrate more effectively into society as a whole.

The programme comprises seven projects, which are detailed below:

Project 1: To improve the quality of education in initial-level grades and in the 1st and 2nd cycles of basic general education (boys and girls aged 5 to 15).

Achievements: After five years, a gradual improvement is being seen in the results shown by the evaluation of educational quality. The data is significant in jurisdictions that have the highest number of people who have not completed basic education, where the project is implemented more widely.

Project 2: To cater for the educational needs of the indigenous population.

The aims of the project are to restore and strengthen indigenous cultures and languages, respecting the specific characteristics of each region and seeking solutions that are appropriate to the disparate nature of the population. More than 15 years of experience have been gained with the indigenous population.

Incorporating the teaching of the Mapuche language and developing materials. (Chubut). Strengthening of the bilingual intercultural educational experience of marginal urban schools with an indigenous population. (Rosario-Santa Fé).

Strengthening of new teaching practices and training of teachers for the indigenous track. (Formosa). Publication of dedicated language materials for languages and social sciences. (Ticara-Jujuy).

Achievements: progress achieved in the development of a practical theoretical model from an interdisciplinary and inter-ethnic perspective, with a

view to transferring the teaching concepts developed at a micro-level to the much broader context.

Project 3: To improve the quality of secondary education.

The goals of this project are to encourage the formulation and execution of teaching projects that integrate the available resources to provide quality educational responses to adolescents and adults attending the 3rd cycle of EGB and the multi-track curriculum.

Its achievement has been to broaden the intensive development of computing in conjunction with learning environments that encourage the organization of the task into institutional projects, with a view to encouraging more male and female students to stay on at school and achieve graduation.

Project 4: To strengthen rural schools at Grade EGB 3.

The project's goal is to ensure that mandatory enrolment is extended to male and female pupils in rural schools, despite the many work and family demands that they face, so that they can finish basic general education.

Its main achievement has been to provide sufficient support to the community to increase the initial enrolment of boys and girls by 40 per cent.

Project 5: Bringing the world of work to schools in EGB 3.

The goal of this programme is to link male and female students temporarily with the workplace through a range of general activities and to provide them with certain employment skills that they can use when the time comes for them to join the workplace. The project also seeks to provide concrete learning activities within the workplace context, to link schools with local business institutions, and to provide guidance for students' future schooling choices.

Its achievement has been to awaken students' interest in the world outside school and to involve a number of businesses.

Project 6: Adult basic education.

This project's goals are to encourage both young people and adults who did not gain a basic general education qualification when they were younger to gain such a qualification, and to improve the quality and quantity of contents, taking into account the specific nature of the population and providing comprehensive formal education services that reflect their potential and needs.

The achievements of the project are to have brought schools together with institutions interested in ensuring that people living within their area of influence complete their primary studies, thereby ensuring a coordinated and systematic approach to the problem. The project's curriculum includes gender perspective. Within its work training component, it includes themes such as work and discrimination, society and discrimination, and women's work, what are gender stereotypes? domestic tasks, work and power: two questions for

discussion". The Science and Technology component addresses the issue of conception and contraception, among other themes related to health care.

Project 7: Support for schools providing Special Education.

The objectives of this programme are to provide support for the transformations being made to the Special Education track within the context of the Federal Education Act and new approaches to the problem, using innovative ideas that reflect the needs of each special school. The project's strategy is to integrate special schools with the rest of the system and to provide work training for students at special schools.

Subsidies and grants programme

No sex-disaggregated data are available in this context. However, there are no differences in terms of access to subsidies and grants.

University education

According to 1997 data for the national university system (29 national universities), 57 per cent of students are women and 43 per cent are men. The 1994 student census (which represented 54 per cent of all enrolled students) indicates a continued tendency for the system to include more women than men.

There is a clear tendency for women to choose social sciences, philosophy and the arts, chemistry and biochemistry, dentistry and psychology. The participation of women is increasing in law, architecture, and economic science, and in engineering and medicine in particular.

University gender studies or women's studies

University departments of gender or women's studies: undergraduate level

No complete information is available concerning existing departments. However, all national universities have men or women teachers and researchers working on the theme of women and gender. Some universities have created institutes, programmes, and study projects and areas focusing on the issue of women and gender, and bringing together teachers and researchers. They are the following:

Public universities:

- National University of Buenos Aires: Faculty of Psychology; Sociology Department; Institute of Social Research of the Faculty of Social Sciences; Centre for Advanced Studies; Faculty of Philosophy and the Arts and Institute of Economic History and Social Research of the Faculty of Social Sciences.
- National University of Catamarca
- National University of Córdoba: Faculty of Philosophy and Humanities

- National University of Cuyo (Mendoza): Faculty of Political and Social Sciences
- National University of Entre Ríos: Faculty of Social Work
- National University of Jujuy: Faculty of Humanities and Social Sciences
- National University of La Pampa: Faculty of Social Sciences
- National University of La Plata: External Women's Department
- National University of Luján
- National University of Misiones: Faculty of Humanities and Social Sciences
- National University of Rosario: Faculty of Humanities and Arts
- National University of Salta: Faculty of Humanities
- National University of San Juan: Faculty of Social Sciences
- National University of San Luis: Faculty of Philosophy and Arts
- National University of Tucumán (Neuquén): Faculty of Humanities
- National Coastal University (Santa Fé)

Private universities

- Córdoba Catholic University: Administration Sciences Institute
- Hebrea Bar Ilán University (Buenos Aires): Gender and subjectivity focus

Postgraduate courses in gender studies and/or women's studies: quantity, name, current situation

At public universities

- Interdisciplinary Master's Degree on the issue of gender. Faculty of Humanities and the Arts. National University of Rosario.
- Postgraduate course in Women's Studies. Faculty of Psychology. National University of Buenos Aires.
- Interdisciplinary workshop on family and gender, within the Master's Degree in Family Sciences of the University of San Martín (province of Buenos Aires).
- Interdisciplinary course providing a postgraduate specialization in family violence. National University of Buenos Aires. Also includes comprehensive studies on the issue of family violence, not only against women, and incorporates gender studies within curricula.

At private universities

- Postgraduate workshop on gender and subjectivity of Hebrea Bar Ilán University, located in the City of Buenos Aires.

- Postgraduate workshops on Women and Poverty, Health, Economy and the Environment of the Institute of Marriage and Family Sciences of the Southern University.

- Master's Degree in Social Sciences and Health. Centre for Studies on State and Society (CEDES) and Latin-American Faculty of Social Sciences (FLACSO), located in Buenos Aires. The degree also includes comprehensive studies on the problem of health, and incorporates support for gender studies within the curriculum.

Article 11

[Labour laws]

1. States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on a basis of equal opportunity of men and women, the same rights, in particular:

(a) The right to work as an inalienable right of all human beings;

(b) The right to the same employment opportunities, including the application of the same criteria for selection in matters of employment;

(c) The right to free choice of profession and employment, the right to promotion, job security and all benefits and conditions of service and the right to receive vocational training and retraining, including apprenticeships, advanced vocational training and recurrent training;

(d) The right to equal remuneration, including benefits, and to equal treatment in respect of work of equal value, as well as equality of treatment in the evaluation of the quality of work;

(e) The right to social security, particularly in cases of retirement, unemployment, sickness, invalidity and old age and other incapacity to work, as well as the right to paid leave;

(f) The right to protection of health and to safety in working conditions, including the safeguarding of the function of reproduction.

2. In order to prevent discrimination against women on the grounds of marriage or maternity and to ensure their effective right to work, States Parties shall take appropriate measures:

(a) To prohibit, subject to the imposition of sanctions, dismissal on the grounds of pregnancy or of maternity leave and discrimination in dismissals on the basis of marital status;

(b) To introduce maternity leave with pay or with comparable social benefits without loss of former employment, seniority or social allowances;

(c) To encourage the provision of the necessary supporting social services to enable parents to combine family obligations with work responsibilities and participation in public life in particular through promoting the establishment and development of a network of child-care facilities;

(d) To provide special protection to women during pregnancy in types of work proved to be harmful to them.

3. Protective legislation relating to matters covered in this article shall be reviewed periodically in the light of scientific and technical knowledge and shall be revised, repealed or extended as necessary.

The existence of the National Women's Council exists and the fact that specific information is provided about women should be seen within the context of the profound structural change initiated in 1989, and its integration into the broader transition process occurring around the world. Although the most recent national census was performed in 1991, the data shown below have been brought up to date using statistics from the 1997 Permanent Homes Survey. This survey was carried out by INDEC in 28 urban areas, representing 70 per cent of the country's urban population.

Women make up more than 50 per cent of the country's population, 39 per cent of the economically active population, and 38 per cent of the employed economically active population. Wage earners make up 71.23 per cent of all employed people, while non-wage earners make up 28.7 per cent of the total. Wage earners make up 74.8 per cent of all employed women.

Analysis of women's participation in the different areas of activity makes it possible to determine those areas in which women are underrepresented - that is, those in which their participation is less than 29.6 per cent (the rate of women's participation for the urban population as a whole).

Women's occupations, by sector of activity[6]

	WOMEN	MEN	TOTAL	PERCENTAGE OF WOMEN EMPLOYED
WAGE EARNERS	2 269 309	3 489 846	5 759 155	39%
Industry	217 995	794 430	1 012 425	22%
Commerce	254 568	548 060	802 628	32%
Services	1 428 901	829 132	2 258 033	63%
Construction	7 526	352 195	359 721	2%
Others	349 467	939 274	1 288 741	27%
Not specified	10 852	26 755	37 607	29%
NON-WAGE EARNERS	761 364	1 491 874	2 253 238	34%
Not known	2 209	3 853	6 062	36%

The table shows that women are underrepresented in the industrial sector, with the exception of the textile industry. The same cannot be said, however, of the retail trade, financial brokerage, real estate, and other services. The highest proportions of women workers are found in education, social and community services, and domestic and other personal services.

Of the total employed population, 40 per cent receive low pay, 40 per cent receive average pay, and 20 per cent receive high pay. The largest group of women (35.2 per cent) is found among those who receive low pay for their work, whereas only one third of men find themselves in the same situation. Those who receive average pay include 42 per cent of men and 37.9 per cent of women. Those who receive high pay include 24.9 per cent of men and 12.5 per cent of women. Whereas women are found mostly among those who receive low or average pay, men are found mostly among those who receive average or high pay.

For 1997, the average pay for women was 514.74 dollars, and the average pay for men was 649.83 dollars. This means women's earnings level is equivalent to 79 per cent of men's earnings level, and that women are therefore paid 21 per cent less than men.

Legal reforms and public policies

- During the month of May 1997, the CNM and the Ministry of Labour and Social Security concluded a Framework agreement for inter-institutional cooperation and the provision of technical assistance, designed to promote and implement equal opportunities between men and women in the workplace. Two Additional Protocols were formulated, on the basis of this agreement:

[6] Permanent Homes Survey, October 1997 National Statistical and Census Institute (INDEC).

(1) Additional Protocol "Programme on Job Counselling for Women"

The objectives of the programme are: (a) to implement the programme at the Provincial and Municipal Women's Areas in order to help women search for work, taking into account local employment options and professional training; (b) to strengthen institutional networks concerned with the theme of women's employment: governmental women's agencies and public job-placement offices; (c) to train people participating in the execution of the programme.

(2) Additional Protocol "Community Services Programme"

The objectives of this programme are: (a) to create a specific context in which the Ministry and the CNM can design the programme to be executed each year; (b) to incorporate the CNM, as a full member, within the provincial implementation units and the office of the Chef de Cabinet of the Government of the City of Buenos Aires; (c) to emphasize "continuity" and "training" among the criteria used for the selection of projects, to the extent that they facilitate the advancement of women and their integration into the community.

- Executive Decree No. 13,163/97 ordered a review of the regimes regulating the listing of public positions, with a view to incorporating measures aimed at ensuring fulfilment of the principles regarding the elimination of all forms of discrimination against women, equality of opportunities for workers with family responsibilities, protection of the role of the father, protection of the family, and the exercise of family responsibilities.

  In accordance with the above, provision is made for the right for mothers to complete their maternity leave with an optional, unpaid leave period. It is also made mandatory for Civil Service agencies to provide for the setting up or contracting of nursery facilities, whenever the number of Civil Service staff with children able to attend justifies such a provision, in accordance with the regulations to be formulated.

- Executive Decree No. 254/98 approved the Plan for Equal Opportunities between Men and Women in the Workplace. The aim of this plan is for the Ministry of Labour and Social Security and the CNM to agree on actions aimed at promoting equality of opportunities and treatment, such as:

- design and implementation of operational plans for the incorporation of women in the workplace;
- promotion of enterprise initiatives;
- dissemination of information on the rights of women workers;
- creation of administrative bodies charged with ensuring equality of opportunities;

- promotion of actions designed to reconcile the conflicting demands of family and work life;

- analysis and dissemination of information about support for women workers.

This Decree was incorporated as an integral part of the Federal Labour Pact, an agreement reached between the nation, the provinces, and the Autonomous City of Buenos Aires, with the aim of their working together, in a coordinated manner, with a view to improving the quality of work performed, and giving special attention to sectors with fewer resources.

With the aim of disseminating information, and raising the awareness of society in general - and women in particular - about the Plan for Equal Opportunities between Men and Women in the Workplace, CNM runs a Distance training programme through its publicity organ, the CNM Review. The programme has the following features:

Central concepts:

(a) Work as a social activity: labour relations, organization of work content.

(b) Factors determining women's working environment: cultural stereotypes, family responsibilities, having to do two or three jobs, working environment.

(c) Legal framework needs to reflect women's working environment.

General objectives:

(a) To redefine work as an activity that dignifies the human condition.

(b) To reassess the knowledge acquired by women in their daily lives.

(c) To acquire conceptual tools and information that help people to understand the situation of women in the workplace.

(d) To ensure that Decree No. 254/98 becomes the regulatory framework for responding to women's needs and concerns.

Specific objectives:

(1) To consider women's position within society and within the workplace.

(2) To identify women's practical and strategic needs.

(3) To identify those elements that lead to discrimination against women in the workplace.

(4) To make people aware of the economic value of domestic work.

(5) To identify workplace behaviour patterns that are specific to women.

(6) To recognize the legal framework regulating the rights of women workers.

Contents

Section 1: Work and employment concept. Paid and unpaid work. Salaried and freelance work. Working conditions: work organization and content. Gender divide within the workplace. Having to do two or three jobs. Workplace stereotypes.

Section 2: Characteristics of women's participation in the workplace. Segmentation of the labour market. Vertical and horizontal segregation. Wage discrimination. Insufficient qualifications to access the labour market.

Section 3: Convention on the Elimination of All Forms of Discrimination against Women. National Constitution. International Labour Organization regulations concerning women's employment. Employment laws concerning women's work. Plan for Equal Opportunities: concept. Basic assumptions governing its implementation and operation. Application environment. Guidelines for intervention.

The CNM and the Department of Fiscal Equity of the Office of the Chef de Cabinet are developing proposals for modifying current legislation, with the aim of ensuring equality of opportunities and treatment between men and women. The main themes under consideration are the following:

(a) Part-time work

The aim is to convert this form of work into a factor that favours the integration of women into the labour market and enables working women to reconcile the demands of their personal or family circumstances with those of their working lives.

(b) Nurseries

In our country there are legal regulations providing for the creation of nurseries and similar institutions. However, in accordance with the principle of equal opportunities between men and women, there should be legislation providing for the creation of services, not only for women workers, but for all workers with family responsibilities. The pertinent studies are being conducted with a view to achieving that goal.

It is proposed that more incentives be provided for the creation of nurseries.

(c) Labour Contracts Act

Studies are being conducted regarding the viability of amending the Labour Contracts Act through the transfer of family responsibilities to both spouses. This would produce benefits such as the protection of maternity and paternity, and it would also bring changes to the analysis of the employment cost of reproduction, since birth and the raising of children would be regarded as a social responsibility and not as an exclusive cost to women.

Act No. 24,650 of June 1996 approved ILO Convention No. 138 concerning the minimum age for admission to employment.

In June 1997, approval was given to Act No. 24,828, the Housewives' Retirement Act, which adopts measures aimed at enabling housewives to become part of the Integrated Retirement and Pensions System.

In September 1998, Act No. 25,013 was approved. Article 11 of the Act introduces the notion of discriminatory dismissal by reason of race, sex, or religion. In such cases, severance pay is increased by 30 per cent.

The Bill designed to implement a new labour regime for domestic service staff. This Bill is backed by the Ministry of Labour and Social Security and the National Women's Council.

Employment and work training programmes

In this context, the following programmes are being run by the Ministry of Labour and Social Security:

Restructuring Support Programme (PARP)

Through its various projects - the Young People's Project, the Micro-Enterprises Project, and the Image Project - this work-training programme has been working consistently since 1993 to promote women's participation in the workplace, under equal conditions with men. Its objectives are:

- To raise the awareness of regional teams concerning gender issues, and to train women to perform tasks that they do not traditionally perform. The result has been satisfactory.

- To hold 150 workshops designed to make staff at training institutions aware of the need to guarantee equality of opportunity between the sexes. The workshops have led to changes in the way projects are designed, through a reduction in gender bias.

- To encourage women enrollees to take up employment training opportunities.

- To make the business community aware, through the Ministry's representative agencies, of the general objectives of the programme, with emphasis on women's participation, equality of opportunity between the sexes, and encouraging women's participation in non-traditional activities.

Under an agreement reached between the Ministry and the CNM, meetings were held between businesswomen's groups, NGOs, women trade unionists, and grass-roots organizations. The aim was to make people aware of the need to improve the quality of women's participation.

Young People's Project

This is an employment training programme aimed at men and women from 16 to 30 years of age, with limited resources, unemployed or underemployed, and with no more than a secondary education.

At the end of 1998, 43,595 women had enrolled in the project, making up 40.3 per cent of the total. In general terms, the women were older, on average, than the men; were better educated; and were from lower-income homes.

The highest participation of women (57.6 per cent) was noted in courses related to the services sector, especially those related to educational, sports, and recreational services, where women accounted for 95.5 per cent of enrolments.

A major achievement of the project has been to incorporate a portion of the female population within non-traditional activities, such as industrial operations, construction, the refrigeration industry, and activities related to large-scale livestock farming.

With a view to encouraging their participation, a subsidy was introduced for mothers with young children, in order to cover their child-care costs. The subsidy was claimed by 38 per cent of women enrollees, who were young women between 20 and 24 years old, and mostly single mothers.

Micro-Enterprises Project

This project promotes self-managed job creation through the strengthening of entrepreneurial enterprises. It has a component on training and technical assistance for self-employment and micro-enterprises, and, in particular, encourages participation by women. Those enrolling in the project have been men and women who have lost their jobs, whether in the public or private sector, as a result of corporate restructuring and/or State cutbacks.

Between 1989 and the present time, a total of 6,132 people received training, and 40.5 per cent of those trained were women.

Image Project

The focuses of this project are the search for work and the difficulties women encounter in trying to enter the labour market. The project seeks to provide tools regarding:

- family situation and domestic environment,
- skills required to fill an advertised position under equal conditions (responsibilities and salary) with men,
- applying knowledge acquired in the domestic environment to the workplace,
- development of women's participation in positions not traditionally occupied by women,
- elements of current labour laws that address the way the rights and responsibilities of working women are treated.

The project is aimed at men and women who are older than 16, are from low-income homes, and possess both a certain "know-how" and a degree of previous experience in a job or work activity of some kind.

Over a period of four years, 61.6 per cent of the total 40,148 enrollees were women. This figure was above expectations.

Employment programmes

The country is currently running the following programmes, with various levels of participation on the part of women: Community Services (women make up 87 per cent of a total 32,961 enrollees), Work II (12.4 per cent of 194,132), Forestry (19.1 per cent of 3,182), and Special Programmes (27.3 per cent of 8,706).

"Community services" programme

In mid-1996, the CNM began to participate in the work of the programme's project evaluation units. With regard to their family situation, 56.2 per cent of women enrollees fell into the category "single mother with more than 2 dependants", while 19.7 per cent belonged to the category "single mother with fewer than 2 dependants".

In early 1997, the CNM, taking into account the programme's impact on women's economic, personal, and family situation, and the experience it had itself accumulated in managing the programme, made a number of recommendations to the Ministry of Labour and Social Security, with a view to optimizing the program's results. Among the main suggestions made, we might note:

- among the criteria to be used for project selection, emphasize labour "continuity", "training", and the development of personal, market, and/or social skills,

- give higher scores to projects that encourage women to participate in non-traditional activities.

As a corollary, the CNM carried out awareness-raising activities aimed at members of the evaluation units and the agencies charged with executing the projects. Workshops were held in:

- the province of Neuquén, on the formulation of projects, aimed at project leaders, representatives of local administrations, and NGOs. The workshop introduced the concept of equality of opportunity between men and women with regard to access to the labour market.

- the province of Tierra del Fuego. The workshop was attended by women representing municipal agencies, NGOs, and political organizations. Participants worked to prepare a diagnostic of the general situation and social position of women in the province, with a view to formulating projects with a gender perspective.

The programme continued in 1998. Although the CNM is a member of the project evaluating unit, it delegated its membership to the province's women Federal Counsellors. This was because the CNM believed that decentralization would optimize execution of the programme.

The year 1999 brought implementation of the Community Services Programme III. A number of important variants were included, using a gender perspective.

The programme has two main operational components:

- Component A, which includes activities linked to social progress (production and distribution of basic services and goods), care for vulnerable population groups, children, adolescents, cultural services, health-promotion services, and assistance in dealing with personal and property-related documents.

- Component B, which concerns the repair of interior environments - that is, activities not traditionally performed by women (bricklaying, painting, heavy carpentry, blacksmithing, and glasswork; plumbing installation; and electricity, telephone, and television installation). This is a pilot project. Training is fundamental to trades, and economic and financial resources have been provided by the Ministry of Labour and Social Security. By the time they finish the project, the women have acquired a different kind of expertise, and this helps them to integrate more effectively into the labour market.

Women in the Civil Service

Within the Civil Service, the National System for Administrative Professions (SINAPA) is a ranking system that applies only to a small part of the State's administrative structure, and is thus not representative of the overall employment situation within the National System. However, it is significant, because it sets out specific annual evaluation and training levels for the career development of civil servants. It comprises three groupings: General, Scientific/Technical, and Specialized.

In December 1997, there were 12,694 women participating in SINAPA, representing 47.8 per cent of all civil servants included in the system.

As can be seen in the following table, the largest proportions of women are found among 'C' level (the average level, which includes professionals who have no responsibility for other staff) and "D" Level (operational level, with or without public responsibility and with or without responsibility for other staff). However, among levels B and A, which are generally linked to executive functions, the participation of women is growing.

Rank	Male %	Female %
Total	52.20	47.80
A	69.00	31.00
B	58.00	42.00
C	50.20	49.80
D	47.50	52.50
E	54.30	45.70
F	75.10	24.90

Analysis of the educational level of men and women shows that even when educational levels are similar, men tend to occupy higher-ranking positions.

International agencies

The tripartite workshop "National action for the promotion of equal rights for working women", organized by the Ministry of Labour and Social Security and the CNM, with the technical support of the International Labour Organization(ILO), was held at the headquarters of the CNM, on 12 and 13 November 1997. The aims of the workshop were to provide a forum for three-way exchange on the situation of women in the labour market and within the system of labour relations in Argentina, and to define a strategy for tripartite action, aimed at consolidating equality of opportunities for women in the workplace.

A tripartite meeting on women's access to management positions was held at the International Labour Organization, Geneva, from 15 to 19 December 1997. Twenty countries took part, and the CNM was delegated to represent our country.

Tripartite commission

At the initiative of the Ministry of Labour, the "Tripartite Argentine Commission for Equality of Opportunities and Treatment between Men and Women in the Workplace" was created in 1998. The commission constitutes an area of participation in which to promote policies designed to achieve equality in the workplace. It comprises the governmental sector (the Ministry of Labour and Social Security, the National Women's Council, the under-secretary's office for women of the Ministry of Foreign Affairs, International Trade, and Worship); the union sector (Institute of Women of the General Labour Confederation); and the industry sector (Argentine Industrial Union).

The commission's role is to generate proposals based on:

- Convention on the Elimination of All Forms of Discrimination against Women, approved by Act No. 23,179/85.
- Act No. 24,576, which guarantees professional training at work.
- The commitments made by the State of Argentina at the Fourth World Conference on Women.

- The Federal Labour Pact.

- The recommendations and conclusions of the "Tripartite Argentine workshop: national action for the promotion of equal rights for working women", implemented by the Ministry of Labour and Social Security and the CNM, under the auspices of the International Labour Organization.

The commission's aims are the following:

- To promote consensus among the different social actors involved and to promote the use of consultation as an instrument with which to resolve conflicts.

- To achieve a consensus regarding measures aimed at promoting conditions of equal access, treatment, and training for both sexes.

- To develop tripartite action strategies aimed at promoting equality of treatment and opportunities between men and women with regard to training for and taking on jobs in the professional and technical sectors.

- To support initiatives which, with regard to equal opportunities, opt to work with actors involved with the Commission and with other governmental and non-governmental organizations.

- Establish mechanisms for the exchange of information on issues specific to each sector.

- Provide technical assistance to:

    - bodies within the organizations involved that require such assistance.

    - any relevant legislative initiatives that may arise.

- To promote the development of tripartite spaces, at the provincial and/or municipal level, designed to promote actions aimed at achieving equal opportunity within the work environment.

- To become part of the exchange network between national tripartite committees working to promote equal opportunities, formed among the MERCOSUR countries, with the aim of sharing the information and experiences of each country and defining relevant regional strategies.

- To conduct diagnostic studies on the situation of working women.

The International Labour Conference sought the opinion of governments concerning revision of the Convention concerning Maternity Protection (Revised 1952) and the Recommendation concerning Maternity Protection, 1952 (No. 95). After consulting with employers and workers, Argentina replied that revision of the Convention should be achieved through another Convention, complemented by another Recommendation.

With respect to the Convention's field of application, Argentina held that it envisaged all women workers, except special cases, meaning that the term "woman" designated all individuals of the female sex, whether married or not, and that it referred to children born inside and outside marriage and to adopted children.

Argentina recommends that the Convention have the following contents:

- It should provide for maternity leave of at least 12 weeks and postpartum leave of not less than 45 days.
- In case of sickness or postpartum complications, ordinary sick leave should apply; if the child should become sick, the father or the mother should have the option of taking leave six weeks after the birth.
- The period of maternity leave should not be reduced, and women should have the right to choose when to take the non-mandatory leave (taking medical considerations into account).
- Maternity benefit should equal the normal pay of the working woman concerned.
- Provision of all medical services to women should be guaranteed.

Argentina supports the provision banning employers from dismissing working women during pregnancy and during the periods before and after the birth of the child, as provided for in our present legislation. It should be noted that under our existing regulations such dismissal is possible, upon payment of severance pay.

It was also recommended that nurseries be set up as a means to prevent discrimination against women.

Generally speaking, with respect to all areas, support is given to concepts already incorporated in labour legislation. The question of parental leave is mentioned because it is not provided for under our legislation.

The CNM was consulted on this theme by the Ministry of Labour, and recommended that women's rights be respected with regard to maternity leave, and that with respect to cases concerning extended maternity leave or care of a sick child, present legislation should be combined with ILO Convention 156, which has been ratified by Argentina.

With respect to the provision banning employers from requesting a pregnancy test before hiring a woman, the Council recommended that the ban be included.

The wage gap between men and women represents one of the most obvious forms of discrimination against women. In Argentina, according to the Permanent Homes Survey (INDEC, May 1997), men's salaries are 21 per cent higher than those of women.

Article 12

[Health]

1. States Parties shall take all appropriate measures to eliminate discrimination against women in the field of health care in order to ensure, on a basis of equality of men and women, access to health-care services, including those related to family planning.

2. Notwithstanding the provisions of paragraph 1 of this article, States Parties shall ensure to women appropriate services in connection with pregnancy, delivery, and the post-natal period, granting free services where necessary, as well as adequate nutrition during pregnancy and lactation.

The Ministry of Health and Social Action's plans, programmes, projects, and actions in the area of women's health

"Women, Health, and Development" Programme

This ongoing programme has had its own budget and structure since 1994. It has the following objectives: (a) to improve women's health, while raising their awareness of gender inequalities caused by cultural factors, (b) to promote the health of women and their families, passing on basic contents concerning their care, (c) to integrate women into the development process, improving their health and quality of life. The programme includes the provision of training and/or awareness-raising workshops, throughout the country, with the participation of various local bodies.

By the end of 1996, around 60,000 women had been trained as preventive health-care officers, as a result of the workshops and their replication. Also, training materials were produced for community leaders, on the theme of "Comprehensive health for women and their families".

Within the framework of the programme, a national conference was held, attended by representatives of all provinces. The outcome of the conference was a paper entitled "The situation of women's health in Argentina", published in November 1998 by the under-secretary's office for community action of the Ministry of Health and Social Action's Department of Health Programmes. The following statistics also emerged from the conference: with a total population of 32.7 million, the overall growth rate for the period 1995-2000 is expected to be 12.69 per thousand. Life expectancy at birth is 69.7 years for men and 76.8 years for women. The estimated birth rate for the period is 19.89°/00. The country's overall fertility rate had fallen from 3.15 to 2.62 children per woman.

With regard to mortality, considered by age and gender, the public-health problems specific to women are concerned with maternity, teenage pregnancy, domestic violence, death from disease, AIDS, cancer, and the working environment. For the year 1996, for people of both sexes below the age of 24, the main causes of death are accidents and other violent acts. This remains the case for men between 25 and 34 years of age, with the third and fourth most common causes of death being heart disease and cancer. For women in this age

group, cancer and heart disease are the two most common causes of death, followed by accidents, and complications resulting from pregnancy, delivery, and the lying-in period. Wit respect to the 35-to-64 age group, whereas heart disease and cancer are the primary causes of death in men, the three most common causes for women are cancer, heart disease, and diseases of the brain.

The Report notes that Argentina is among the countries with a high maternal mortality rate. Many studies show that there is a significant under-registration of maternal deaths, of 50 per cent. In 1996 the rate was 47 per hundred thousand live births (reflecting a fall of 1 per cent since 1991). This means that 317 women died from factors related to pregnancy, delivery, and/or the lying-in period. Of those 317 women, 115 died as a result of an abortion, 36 died as a result of haemorrhaging, 51 died from toxaemia, 98 from causes directly related to pregnancy, and 17 from causes indirectly related to pregnancy.

National Plan of Action in Favour of Mothers and Children

In 1994, governors agreed a Federal Pact designed to "develop and implement Responsible Parenthood Programmes within all jurisdictions, in accordance with the prevailing value system". Its aims are: to improve the health of mothers, children, and families; to encourage people to become parents at a suitable age, to encourage optimum intervals between successive births, and to avoid unwanted or high-risk pregnancies. The pact thus helps to improve the quality of life of the population group most vulnerable to avoidable risks.

The country's jurisdictions have created Responsible Parenthood Programmes, through various kinds of regulation:

- In the province of Buenos Aires, the Programme for Sexual Responsibility and the Inter-ministerial Government Plan for Sexual Responsibility of the Ministries of Health, Education, and Social Action,
- In the province of Córdoba, the Programme for Reproductive Health, established under Act No. 0291/95,
- In Chaco, the Programme on Education for Health and Responsible Human Reproduction, created under the Annex to Resolution No. 376/96 and under Act No. 4276/96,
- In La Pampa, the Programme on Responsible Parenthood, created under Act No. 1,363/91,
- In Mendoza, the Programme on Reproductive Health, created under Act No. 0433/96,
- In Misiones, the Family Planning Programme instituted by Decree No. 92/98,
- In Neuquén, the Programme on Responsible Parenthood created under Act No. 2222/97,
- In Río Negro, the Programme on Reproductive Health and Human Sexuality, created under Act No. 3,059/96.

Mothers, Infants, and Nutrition Programme (PROMIN)

This programme is financed by the World Bank, and is designed to reduce the rates of maternal and infant disease and mortality, by improving the focus, design, application, and coordination of services and programmes on health, nutrition, supplementary food, and infant development. This six-year plan began in 1994, and is implemented at the provincial and municipal levels. It is aimed at women of child-bearing age and children less than 6 years old, living in areas with a high concentration of unsatisfied basic needs. The programme is implemented in the form of subprogrammes: the Programme on Women of Reproductive Age, the Programme on Adolescent Women, the Programme on Non-Pregnant Adult Women, and the Programme on Care During Pregnancy and Responsible Parenthood.

Teenage Motherhood Programme

This programme is implemented as a means to prevent teenage pregnancies and promote the overall health of this age group, through the following actions:

- Formulation of regulatory guidelines for the Comprehensive Health of Adolescents, published in 1996.

- Realization of a National Workshop on "Strategies for the Prevention of Teenage Pregnancies", in August 1997, with the financial support of UNDP and with the participation of the officials responsible for issues related to teenagers, within the 24 different jurisdictions. The goal was to exchange experiences and optimize strategic actions on prevention and care implemented at a local level.

Approximately 22 per cent of hospital discharges for deliveries concern mothers less than 20 years old. Of these women, 0.9 per cent are less than 15 years old, and 21.97 per cent are aged between 15 and 19. These figures vary according to the jurisdiction. In Chaco, 28.7 per cent of deliveries are to teenage women. In many cases, these infants are the mother's second or third child.

Integrated programmes for health promotion and the prevention of risk factors for women: non-transmissible diseases.

Project CARMEN (Combined Actions for Multifactoral Reduction of Non-Transmissible Diseases)

The National Directorate of Health Medicine performs actions designed to reduce the many factors influencing non-transmissible diseases. The importance of this project resides in the fact that although these types of disease have not, until now, been considered as specifically feminine pathologies, they represent the main cause of death among women (after the age of 35), as was indicated above. Hence the project's significance in terms of women's health. During 1995 and 1996, cardiovascular diseases, the primary cause of death in Argentina (after deaths related to accidents and other violent acts), affected 46 per cent of women, and also showed a rising trend.

Deaths from cancer represented 19.2 per cent of all deaths for the year 1996. The primary cause of cancer-related death among women is breast cancer, which showed an increase, representing 21.2 per cent of the total. The second most common cause was cervical cancer (10.2 per cent). Colon cancer was the third most common cause. The largest number of deaths by cervical cancer occurred among women aged 35 to 60.

Breast and cervical cancer are among the group of diseases that may be treated with secondary prevention in their early stages.

National Cancer-Control Programme

As part of its efforts to prevent non-transmissible diseases, and in relation to cancer, the Argentine League for the Fight against Cancer (LALCEC) works with scientific bodies to regulate the programme's activities. It operates in the various provinces, providing a standard for the integration of the different self-management activities that can be implemented by hospitals.

Among the activities related to the sub-programmes on the early detection of cervical and breast cancer are the following:

- Constitution of the National Advisory Committee on the Early Detection of Cervical Cancer, 1996;
- Constitution of the National Advisory Committee on the Early Detection of Breast Cancer, 1998;
- Creation of the National Committee for the Fight Against Nicotine Addiction, 1997;
- The National Advisory Committee on Cardiovascular Diseases, 1998.

National Programme for the Fight against Human Retroviruses (AIDS/STDs)

This programme is concerned with the fight against HIV/AIDS and Sexually Transmitted Diseases (STDs). The programme offers prevention and care sub-programmes to public institutions and non-governmental organizations, on the basis of agreements and in accordance with the demand from agencies. The programme offers targeted prevention activities and care for infected and sick people; diagnostic activities, treatment, and prevention of infection by HIV/AIDS in pregnant women.

The programme publishes a Bulletin about AIDS in the Republic of Argentina, which appears periodically, and includes statistics about the health situation of the affected population (both those in hospitals and those in private clinics). The information is broken down by gender.

According to the "Bulletin" of March 1998, Argentina is in fifth place among American countries, behind the USA, Brazil, Mexico, and Canada.

The 1990s played a particular role in terms of the impact of the epidemic on Argentina's female population. If in the 1980s the focus was on men, during

the 1990s women have been the vulnerable group, with 1 woman being infected for every 3.3 men. There has been a substantial increase in the role of heterosexuality in transmitting the infection and in the number of children infected with AIDS through mother-child transmission (6.9 per cent of total cases). Studies on seroprevalence in pregnant women show HIV infection rates of 0.8 to 3 per cent.

Of the 12,320 cases accumulated up to March 1998, 64 per cent have been diagnosed in the last 4 years. The disaggregated data show the epidemic's strong impact on the female population. This is linked to the proportion of cases of minors infected by vertical transmission (from mother to child). The province of Buenos Aires accounts for 48 per cent of all female cases, and 63 per cent of cases of vertical transmission. Eighty per cent of cases occur in the "Conurbano" (Buenos Aires conurbation). Next comes the federal capital, with 31 per cent; Santa Fé, with 7 per cent; Córdoba, with 3 per cent; and the rest of the country, 11 per cent.

The methods of infection are different for each sex. Among adult males, the methods break down as follows: 45.5 per cent through intravenous-drug addiction, 36.8 per cent through homosexuality or bisexuality, 13 per cent through heterosexuality, and 2.8 per cent unknown. The remaining factors make up less than 1 per cent of cases.

In the case of adult women, cases break down as follows: 54.3 per cent from heterosexual relations, 38 per cent from intravenous-drug addiction, 3.5 per cent via transfusions, and 3.3 per cent unknown.

Furthermore, for the whole country, in 1998, the percentage breakdown by age and sex was as follows: among women, the main age group infected is the 15-29 age group, with 47 per cent of cases. Next comes the 30-44 age group, with 30 per cent; the 15-29 age group, with 18 per cent; and the over-45 age group, with 5 per cent. Among men, the main age group infected was the 30-44 age group, with 44 per cent of all cases. Next comes the 15-29 age group, with 41 per cent; the over-45 age group, with 10 per cent; and the 0-14 age group, at 5 per cent.

AIDS/STDs Control Project (LUSIDA)

This is a project for the control of AIDS and sexually transmitted diseases (STDs). It began in October 1996 and is financed by UNDP and the Government. Its goal is to reduce the incidence of HIV/AIDS infection, through prevention and health promotion. It has 4 components: community prevention; AIDS/STDs education; strengthening of the public-health sector concerned with this theme, and monitoring and evaluation. It is a three-year programme. It does not make any specific distinctions with respect to the gender theme, except in relation to programmes concerned with the vertical transmission of HIV.

In 1998, LUSIDA administrators invited interested organizations to submit project bids. Of the 35 organizations selected for grants, 6 worked specifically with women, either as their sole focus, or as part of their overall programme activities. Those organizations are the following: CTA/AMMAR (Association of Argentine Prostitutes); FEIM (Foundation for Studies and Research about Women), which will use its grant funds to implement a programme of awareness-raising and

training workshops for grandmothers and granddaughters; the HUESPED Foundation, which is run at the Fernández Hospital, where it holds workshops to train women leaders responsible for passing on knowledge about prevention within their family environment and to the population in general, and which provides a telephone help line staffed by women; FUPADE (Women, Peace, and Development Foundation of the province of Córdoba); PRO BIENCO (from the province of La Rioja); and SAC (Housewives' Union of the province of Santa Fé).

In July 1998, the National Programme for the Fight against Human Retroviruses and the LUSIDA Project together ran a "Subregional workshop on the prevention and transmission of HIV", attended by UNAIDS members and 80 participants from Argentina and the neighbouring countries of Uruguay, Chile, Paraguay, and Bolivia.

The workshop's target audience and participants included leading epidemiologists, as well as heads of provincial AIDS programmes and maternal and infant care programmes from around the country. Participants formulated Draft Perinatal Standards (national standards for treating AIDS in relation to childbirth), reflecting the fact that the infection is passed on to children primarily through vertical transmission. The draft standards include innovative approaches such as the recommendation to "offer universal, voluntary HIV blood tests as a routine prenatal check in all pregnancies and to newly delivered women whose pregnancy was not been monitored prior to their admittance to hospital. As well as making it possible to assess the woman's condition, inform her of the risks, and plan strategies for her personal care, this approach will also help to prevent vertical transmission. It will also make it possible to begin preventive care in positive mothers and newborn children".

Another advance made in efforts to prevent sexually transmitted diseases among women is represented by the prevention programmes run by unions such as ASIMRA (Association of Supervisors of the Argentine Metallurgical Industry) and the meat trades union, at the request of the Women's Offices. These organizations thus function as channels for dissemination and prevention among the general population.

The programme produces institutional and publicity literature for the general population and for the population groups most vulnerable to infection.

Activities of the National Women's Council

Early pregnancy and teenage motherhood

The CNM has run activities related to the problems of early pregnancy and teenage motherhood since 1996.

1. Research was conducted with a view to describing, analysing, and conceptualizing the effects of institutional practices on teenage mothers. The research did not focus directly on teenagers themselves, but on the institutions that care for them, the staff concerned, and their practices. Institutions were thus conceived as transmitters, reproducers, or transformers of collective ideas and practices on adolescence, pregnancy, motherhood, fatherhood, and sexuality.

The research reached the following conclusions:

- The father of the child is not usually called upon or included in the provision of services, and his participation during the process of pregnancy, birth, etc. is rarely envisaged. The fact that he is not consulted or called upon is generally regarded as quite normal. Men are excluded from matters related to teenage pregnancy, in the sense that institutions assume that women will be responsible. The usual practice in juvenile courts is to summon the child's mother, while the father and the parents of the young couple are not summoned. It is suggested that a focus on "teenage parenthood" be incorporated, with a view to breaking this deadlock.

- Teenage pregnancy is not defined by health officials as a medical problem in itself. It is associated with a medical problem by way of its effects: low-weight babies at birth, no demand for care, high maternal mortality rate among women younger than 20, fall in average age, etc. It is recognized that most serious consequences would be avoidable if they were caught by the health system at an early stage and if there were adequate perinatal controls.

- One of the aspects that makes teenage pregnancy an institutional problem is the range of special needs created by the birth of a baby to teenage parents, requiring specific contributions from the family environment, in terms of material and emotional support. The situation is made complex by the fact that whereas adults show a greater acceptance of the early development of sexuality among adolescents, that acceptance is not accompanied by the education required to give teenagers the subjective and material resources they need to take responsibility for the possible arrival of a son or daughter.

- Although society believes that the exercise of motherhood or fatherhood requires an individual who is independent and responsible, its attitude toward sexuality is different. This is reflected in certain effects on teenage girls and boys. According to health officials, they find it hard to connect the exercise of sexuality to the reproductive consequences. They understand and know that in order to avoid pregnancy, they must use contraceptives, and yet they do not use them. Teenagers are astonished and amazed when pregnancy occurs, even though they are aware in advance that it may happen. These observations are made by health agencies, who say that teenage girls and boys do not make the connection between act and consequences, and by other studies on pregnant teenagers that have led to the development of theories in this context.

- The advances made by women in public life, which have broadened the spectrum of their lives, have brought a devaluation in the role of motherhood, which is regarded as the role that traditionally kept women tied to the private domain. As a result, early struggles have been diverted, through a social policy on motherhood that encourages women with children to become involved in other areas of interest. In the case of teenage pregnancies, prevailing stereotypes require that

teenage mothers, more than adult mothers, dedicate themselves completely to maternity and do not pursue their interests outside this role.

- From the legal point of view, teenage parenthood occurs before the time when it is considered that parental functions can be performed with full responsibility. The law considers that the minor is without legal capacity, and thus stipulates the need to ensure the protection (guardianship) of the young woman, since she bears another minor (the baby). It thus establishes, for the period until the young woman comes of age, a "chain" relationship, in which an adult must answer for a minor, who is in turn "responsible" for another minor. This relationship also leads to consequences outside the legal context. In addition to being "legally" dependent, the parents are also materially and emotionally dependent, and this is crucial in terms of their ability to build independence.

- The incompatibility between the ideals of maternity and adolescence within our society contributes toward a logic that excludes one or the other. In terms of intervention, the effects of this logic are to dictate either a rejection of adolescence (before pregnancy occurs, young women are expected to fulfil the ideals of adult maternity; to be a "good mother") or a rejection of motherhood (it is considered that young women are not capable of assuming responsibility for their child, in which case they are forced to give their child away for adoption or are replaced in the exercise of their function).

- For protection officers, it is difficult to find definitions that apply only to problems of teenage motherhood as such. Within the context of their work, the common denominator is the situation of neglect and the larger effects of mistreatment and abuse. They are thus faced with needs with respect to training and the formulation of specific strategies to deal with themes specific to this field (physical and sexual violence, acceptance-rejection of the child, adoption).

- Although the most widely read literature on this issue holds that teenage pregnancy contributes toward the exclusion of these women from the labour, educational, and social system, the CNM research shows that the pregnancy in fact serves to reveal a pre-existing exclusion. It appears that for most teenage girls from working-class areas, pregnancy is in fact a means of achieving the kind of social integration and differentiation from the family unit that they could not achieve in any other way.

On the basis of the information gathered, it is recommended that:

- The fall in teenage fertility must be a consequence of a policy that allows teenage girls and boys to manage their own lives, in accordance with their interests and responsibilities, and to count on an institutional context that values their plans for their future and supports them with concrete actions.

- Intervention should be handled in such a way that the decision to accept or reject the bringing up of the child should be that of the girl herself.

- Be sure to identify cases where the pregnancy of a minor is a problem for the young woman concerned, for the family, for the institutional caregivers, or for the State or any other authority concerned with her case.

- This issue should be separated from the other problems with which it is generally linked: adoption or, with respect to another category of problems, abortion, abuse, incest, trafficking in children, prostitution, exploitation, etc. These are problems in themselves, which may precede, or be part of the problem that concerns us. In this context, it would help to make a distinction in terms of analysis and conceptualization.

- These conclusions have been published in a CNM publication (August 1999) entitled "Teenage pregnancy: institutional intervention".

2. Training

By way of a pilot project, and as a result of the research done on this issue, a workshop on teenage motherhood was held, from 25-27 June 1998. The workshop was held within the context of the agreement reached with the Municipality of Mar del Plata.

The contents of the workshop were organized into four modules, whose goals may be summarized as follows:

1. Definition of the way in which society defines the issues of teenage pregnancy and motherhood.

2. Identification of the various theoretical positions on teenage pregnancy and motherhood.

3. Identification of the various levels of intervention related to this theme, and of the various related experiences.

4. Understanding of the cultural perception of maternal and paternal functions (denaturalizing of the function); promoting the inclusion of the paternal role.

The pilot project involved 30 people, from the following institutions: the Maternity and Infant Hospital; the Municipal Department for Quality of Life; the University of Mar del Plata; the Centre for Families at Risk; the National Institute of Epidemiology; the Shelter for Young, Single mothers; the organization "Grandmothers of May Square", educators from secondary schools; journalists; and health officers. The project was organized in such a way that it could be replicated in other areas of the country.

Based on this pilot project, three workshop-style seminars were held at CNM headquarters during the months of September and October. Among the participants were 42 male and female doctors from hospitals in the Federal Capital.

- A framework agreement has been concluded between the obstetrics department of the Italian Hospital of the City of Buenos Aires and the CNM, under which the CNM undertakes to publicize the work of the Centre for Information on Teratogenic Agents (CIATe). The function of the CIATe (which is attached to the obstetrics department) is to provide free telephone information on physical, chemical, and biological agents that affect the normal development of pregnancy. The CIATe has created a free telephone line for this purpose. The "open-line" programme is managed by specialists and provides up-to-date information.

- A national workshop, entitled "Comprehensive health of adolescent girls: bulimia and anorexia and their relationship with addictive processes", was held in August 1996. The aim of the workshop was to formulate communications strategies with which to address this theme and to make recommendations regarding public policies on this theme.

  Recommendations on this theme were disseminated (see Art. 5). An account of the workshop proceedings was also published. Entitled "Minutes from the Seminar on Food Disorders", it was produced in conjunction with the Department for the Prevention of Drug Addiction and the Fight against Drug Trafficking.

- The 1st National Psychodiagnosis Congress was held in May 1997, in the province of Neuquén. It was organized by the Argentine Association of Psychodiagnostic Study and Research (ADEIP) and was supported and financed by the CNM, which also participated in the event.

- The CNM participated in the conference organized under the technical cooperation agreement between PROMIN and CODESEH. The objective of this conference was to propose a regulatory framework for Article 75, paragraph 23 of the Constitution, which aims to achieve comprehensive protection and a new, special social security regime for mothers and children.

Article 13

[Finance and social security]

States Parties shall take all appropriate measures to eliminate discrimination against women in other areas of economic and social life in order to ensure, on a basis of equality of men and women, the same rights, in particular:

(a) The right to family benefits;

(b) The right to bank loans, mortgages and other forms of financial credit;

(c) The right to participate in recreational activities, sports and all aspects of cultural life.

Under an agreement concluded between the National Women's Council (CNM) and the Department of Industry and Trade, a course entitled "Management for Micro- and Small Enterprises" was run during 1997, in conjunction with the National Credit Programme for Micro- and Small Enterprises. The goal was to provide women participants and entrepreneurs with a series of methodological tools, which they could use to improve the effectiveness and efficiency of their companies. Efforts were also made to facilitate access to credit for these companies. Participants were required to have a background in enterprise, annual company sales of up to 200,000 dollars, and more than 20 employees.

The programme reports that between January 1994 and April 1998, companies led by women received 1,464 loans (15.4 per cent of the total). With respect to the sectoral distribution of these credits, 44.5 per cent went to the trade sector, 31.5 per cent to the services sector, 14.8 per cent to industry, 5.9 per cent to agriculture, and 2.9 per cent to the transportation sector.

The average number of employees at companies headed by women is 1.8 per company, compared with an overall average of 2.2 employees. Average annual sales are 8,748 dollars, which is significantly below the overall programme average of 9,412 dollars.

Integrated Retirement and Pensions System, Act No. 24,828: Housewives. Measures are being adopted to enable housewives to participate in the system (June 1997).

Programmes of the Department of Social Development

The Department runs a group of infancy and adolescence benefit programmes. They do not specify a gender component and are applied equally to men and women.

Infant Nutritional Food Programme (PRANI)

This programme is designed to improve living conditions and access to adequate and sufficient food for children aged 2 to 14 who are nutritionally vulnerable and from socio-economically disadvantaged homes. The goal is to evaluate and redesign the system of children's and school cafeterias and gradually transform children's cafeterias into childcare centres.

The programme has three main components: direct food supply, technical assistance, and training and financial support. The total number of people cared for under PRANI at December 1998 was 457,420.[7]

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[7] Source: Comprehensive Report on the State of the Nation (Office of the Chef de Cabinet, 1998).

Programme for the Strengthening of Civil Society (PFSC)

The goal of this programme is to strengthen the operational and management capacity of grass-roots community organizations, by providing training and technical and financial support to their initiatives. The programme promotes the construction of spaces that offer social programmes linking the State with civil society. The focus areas are community education and social management. Training was provided to municipal mayors, technicians from municipal social-services agencies, community leaders, mothers and fathers who are caregivers, adults concerned with infant development, active residents, and community groups.

The programme's achievements in 1980 were: 5,800 leaders and/or active residents were trained (for the whole country, 61 per cent were women); 300 mayors and municipal officials were trained; 1,500 community organizations or group-oriented associations participated; 8,800 mothers and fathers were trained; 700 community projects were funded; and 270,000 people benefited from the programme.

The annual budget for the programme is 10 million dollars.

Programme on Care for At-Risk Children and Adolescents (PROAME)

The aim of this programme is to help improve the living conditions of boys and girls and adolescents in especially difficult circumstances. It envisages two phases: PROAME I and PROAME II.

Programme on Care for Minors in Especially Difficult Circumstances (PROAME I)

This programme helps to improve the quality of life of boys and girls, offering them the chance to develop and fulfil their physical, psychological, and social potential, guiding them toward the full exercise of their rights, through support for the institutional strengthening of organizations responsible for executing the programme, with a view to promoting appropriate intervention methodologies that engage the commitment and initiative of the community, including services related to food supply, legal advice, the provision of shelter, and small-producer enterprises. The programme has been running since 1995 and will last until the year 2000. It has benefited 50,000 girls and boys and adolescents from 0 to 18 years old whose basic needs were not being satisfied.

In 1998, 55 projects were implemented, and the programme's remaining resources were allocated to 11 projects in Salta, Posadas, and Rosario (Santa Fé).

Programme on Care for Teenage Girls and Boys in Situations of Risk (PROAME II)

The broad aims of this programme are to provide comprehensive care to boys and girls and adolescents who are in a situation of risk due to the vulnerable, poverty-induced conditions of their homes in the country's main urban areas. The goal is to promote the institutional strengthening of the infant and adolescent care services provided by local government (whether provincial or municipal), and to encourage investment in these services by provinces and municipalities.

The programme has benefited 90,000 girls, boys, and adolescents from 0 to 18 years old in at-risk situations.

National Centre for Community Organizations (CENOC)

The Centre promotes increased public participation; coordinates community actions that complement the public and private spheres; and promotes institutional environments linking the State, the university, companies, and community organizations, providing the following goods and services:

- Computer network for coordinating community agencies and other sectors of society.
- Database covering the above organizations
- Courses, workshops, seminars, and exchange/training conferences.

Programme for the Strengthening of Juvenile Development (PFDJ)

This programme promotes group-oriented projects of young people aged between 15 and 28 from urban and rural areas, with a view to improving the living conditions of socially vulnerable communities, strengthening the abilities of young men and women to design projects that help consolidate group dynamics and providing leadership to help them meet the demands of their own environment. Support is also given to expressive and creative initiatives. In this way, the programme has helped 25,000 young people. Of the 2,400 group-oriented projects presented as models for group project management, 1,400 were approved for the programme itself. Twelve innovative projects, providing support for institutions concerned with the development of young people, were presented.

Non-Contributory Pensions Programme

This programme awards monthly pensions to mothers with 7 or more children. During 1997, the programme provided for 41,702 women. For the first half of 1998, the total was 43,732.

Programme to Provide Care for Vulnerable Groups

This programme was first implemented in 1998. Under the programme, 1,485 women heads of family have benefited from home renovation projects.

Programme for Argentine Women Working in Social Action on an Interdisciplinary Basis (MATIAS)

Since 1996, this programme has attended to and channelled requests received from sectors with scarce economic resources. Under the programme, 27 courses on social advancement have been organized for women and young people from different provinces, at the request of provincial and municipal authorities.

As a result, 33,400 women have been trained through the courses, 1,000 ultrasound scans have been administered, 2,241 patients have been referred for gynaecological examinations, 9,400 eye examinations have been given, 3,000 pairs

of glasses have been handed out. Since the start of the programme, 35,000 food rations have been handed out, and 1,000 people have attended consultations.

Programme for the Improvement of Homes and Basic Infrastructure (Programme 17)

The under-secretary's office for housing runs this programme, which is designed to help develop and improve conditions with regard to housing, infrastructure, and access to land for households with unsatisfied basic needs. It also seeks to strengthen the social, productive, technological, and employment organization of family members and members of intermediary associations of the beneficiary population. It aims to achieve the advancement of women and to promote their active participation.

Initiatives enabling women to build their own homes have enabled many women enrollees to receive training in the construction sector. In some cases, this practice has provided women with an alternative work option and enable them to perform necessary maintenance work on their own homes. The outcome of this experience has been a diversification of the tasks of women, who deal with construction, management, the use and refunding of resources, quality, ensuring timely payment, and the fact that everything is recoverable. Of particular note in this regard are the projects implemented in: (1) the Department of Ramón Vista, in the province of Formosa, with respect to the settlement of the indigenous Wichi ethnic group. Here, it was determined that the priority was to construct wells, since the women and children are responsible for fetching water to the home, (2) in the town of Fray Luis Beltrán, in the province of Río Negro, a group of 10 women - mostly heads of household - decided to build their own homes. By the time they had finished, many of them were capable of performing a number of different tasks - especially plumbing and electrical installation, (3) in the town of Don Torcuato, in the province of Buenos Aires, progressive home-improvement microcredits were awarded to women heads of household belonging to community groups, (4) in a rural area, within the microcredit programme for poor smallholdings in the province of Santiago del Estero, women coordinated requests, made the necessary acquisitions, administered the resources, and actively participated in the renovation of homes.

Since March 1997, the CNM has been running the Gallery of the Woman, which is designed to show the work of artists (men and women) who distinguish themselves either because their work addresses the theme of women or because they represent the female sex. Twelve shows were held in 1998, and 11 shows had been held up to October 1999. The Gallery of the Woman is a space for women in art, and was conceived from a federal perspective.

Article 14

[Rural women]

1. States Parties shall take into account the particular problems faced by rural women and the significant roles which rural women play in the economic survival of their families, including their work in the non-monetized sectors of the economy, and shall take all appropriate measures to ensure the application of the provisions of the present Convention to women in rural areas.

2. States Parties shall take all appropriate measures to eliminate discrimination against women in rural areas in order to ensure, on a basis of equality of men and women, that they participate in and benefit from rural development and, in particular, shall ensure to such women the right:

(a) To participate in the elaboration and implementation of development planning at all levels;

(b) To have access to adequate health care facilities, including information, counselling and services in family planning;

(c) To benefit directly from social security programmes;

(d) To obtain all types of training and education, formal and non-formal, including that relating to functional literacy, as well as, inter alia, the benefit of all community and extension services, in order to increase their technical proficiency;

(e) To organize self-help groups and cooperatives in order to obtain equal access to economic opportunities through employment or self-employment;

(f) To participate in all community activities;

(g) To have access to agricultural credit and loans, marketing facilities, appropriate technology and equal treatment in land and agrarian reform as well as in land resettlement schemes;

(h) To enjoy adequate living conditions, particularly in relation to housing, sanitation, electricity and water supply, transport and communications.

The Ministry of Economic Affairs and Public Works and Services, and the Department of Agriculture, Livestock, Fisheries, and Food fund a group of programmes that have a direct or indirect impact on the situation of rural women. The most important of these are:

Social Agricultural Plan (PSA)

This plan has been operational since 1993. Its objectives are: to help smallholders to improve their production, through the provision of training, and technical and financial support; to generate participation in the formulation of rural sectoral policies; to improve the living conditions of rural families and to improve their organization, so that they can become responsible for their own representation and management.

The project extends throughout the country. Between August 1993 and 30 June 1998, the programme directly affected 35,640 enrolled families, representing 161,234 people. Among these families, 26 per cent of the project beneficiaries are women, as can be seen from the following table:

Region	Number of projects	Families enrolled	Number of people	Women beneficiaries
NW Argentina	1 207	11 804	57 311	3 038
NE Argentina	1 765	13 975	63 697	3 422
Centre-Cuyo	874	6 112	24 841	1 484
Patagonia	703	3 749	15 445	1 310
TOTAL FOR COUNTRY	4 549	35 640	161 234	9 254

Many of the groups supported by the programme are made up exclusively of women and work with a gender approach. In many cases, however, groups are formed to meet their own needs, and the women share the running of the projects with men.

Project for Poverty Alleviation and Rural Development Initiatives (PROINDER)

Support for Rural Initiatives (FAIR) is implemented as part of the Social Agricultural Plan. The national coordination agency, which is attached to the under-secretary's office for Agriculture, Livestock and Forestation, administers PROINDER and coordinates the FAIR and Institutional Strengthening components.

The project is funded by the Government and the IBRD, and is scheduled to last for 5 years. Total funding for the project is 100 million dollars.

The project's goals are: to help overcome or reduce the poverty level; to improve living conditions for the target population; to achieve coordinated participation in decision-making and project implementation.

With respect to the theme of gender, the project promotes equal opportunities for rural women in all its aspects, and strives to achieve recognition for rural women as producers. In specific terms, it seeks to promote their participation in the profits of small producers and in small producers' associations, and to strengthen their ability to manage and to make demands.

The project also seeks to strengthen, within the public sector, the use of a gender perspective in rural development actions; to promote the enterprises of women small producers, and to strengthen projects currently under way; to strengthen and improve the marketing of products developed by rural women; and to improve production for families' own consumption.

The project provides credits, technical support, and training for beneficiaries, while ensuring that they ultimately benefit women. It is directed at 40,000 poor rural families, who are involved in agricultural activities, and organized into groups of at least 6 families (4 in Patagonia). The direct beneficiaries are: smallholders and transitory agricultural workers; salaried women agricultural workers, small producers in extreme poverty; indigenous populations, and young people.

Programme for Credit and Technical Support for Small Producers from North-eastern Argentina (PRODERNEA)

The Department of Agriculture, Livestock, Fisheries, and Food was responsible for the management and coordination of this programme, and the provincial Ministries of Agricultural Affairs were responsible for its execution in each province. It ran from 1992 to 1997. The budget was 20.3 million dollars, made up of funds from IFAD, the IADB, and the Government. UNIFEM contributed 270,620 dollars, and the programme was implemented in the provinces of Corrientes, Misiones, and Formosa. Programme activities will continue for a further 5 years, through PRODERNEA (Rural Development Programme of North-eastern Argentina), and will also include the province of Chaco.

The ultimate goal is to improve the income and quality of life of small farmers, providing comprehensive support for their production through the promotion and strengthening of their organizational processes. Special attention is given to the areas of credit, training, technical assistance, and advice on matters related to property, marketing, agribusiness, and gender.

In the provinces of Misiones, Formosa, and Corrientes, the results of incorporating the theme of gender into the programme are as follows:

- Under the programme, 1,180 women received assistance in the areas of credit and technical assistance. This represents 17 per cent of the total population cared for.
- The 387 mixed producer groups (which made up 38 per cent of all groups provided for) included 977 women members.
- There were 29 groups made up exclusively of women (203 women in total).
- IFAD and the IADB awarded 1,040 credits to women.
- Participation of 45 extension technicians, trained in gender issues.
- Women were trained in gender issues, administration, management, marketing, planning, organization, and technical assistance with their production.
- Women were enabled to become members of the management committees of the producer and cooperative associations.
- A gender specialist was incorporated into the Agricultural Affairs Ministries of each province.
- The data in the Follow-up and Evaluation reports and in the annual operating plans prepared regularly under the programme are sex-disaggregated and also include specific information about the participation of women.
- Twenty-three small-producer enterprises have been funded by UNIFEM for women's groups (150 women in total): making of preserves, fruit-farming,

manufacture of cornmeal, etc. Six projects in Misiones, 6 in Formosa, and 11 in Corrientes.

National Institute of Agricultural Technology (INTA)

The Institute runs programmes and activities targeted specifically at women and giving priority to women's participation. Those programmes are Pro-HUERTA and the Smallholding Unity Project.

Pro-HUERTA Project

This project's beneficiaries and promoters (61 per cent of the total volunteers) are poor women from rural and semi-urban areas, whose families have limited access to quality food, to food in quantity, or to a variety of food. The women (11.4 per cent are heads of household) are responsible for implementing models for small-scale own production.

Participation in the project not only enables women to produce their own healthy basic foods, it also trains them to prepare and process the foods. It also teaches them the nutritional, environmental, and technological knowledge they need to facilitate their work and to ensure more equitable distribution within the family.

The project also provides opportunities to take part in and coordinate efforts to solve problems in their community. It enables women to recover their self-esteem, and to participate directly in horizontal group networks and in local development initiatives.

Smallholding Unity Programme

This programme includes action projects involving the participation of women, but addresses the problems of the rural family in their entirety.

Examples of this are the "network of centres for the preparation and marketing of food and handicraft products" of the Cuyo regional centre (60 women members in the province of Mendoza, and the same number in the province of San Juan); the "Support programme for smallholders of Cushamen, Chubut"; and the "Support programme for small-scale goat-farmers" in the Department of Puelén, La Pampa.

Other national agencies

The Inter-American Institute for Cooperation on Agriculture (IICA); the Department of Agriculture, Livestock, Fisheries, and Food, and the under-secretary's office for women of the Ministry of Foreign Affairs, International Trade, and Worship held a "Conference on the situation of rural women" from 17 to 19 June 1998, in the City of Buenos Aires. The conference was attended by 30 delegates representing different programmes run by the Department of Agriculture throughout the country. The aim was for participants to formulate the Programme for strengthening Rural Women within the context of the accords reached at the Seventh Conference of Spouses of Heads of State and Government of the Americas, held in Panama on 8 and 9 October 1997.

The Department of Natural Resources and Sustainable Development considered the theme of Women and the Environment, applying a comprehensive criterion of sustainable development from a gender perspective. The Department prepares data for the purposes of information and dissemination, to be used in planning and evaluation activities broken down by gender. The first activity will be the use and management of agrochemical products.

On 25 July 1997, the Women and Sustainable Development Group was developed, as part of the under-secretary's office for sustainable development. The general purpose of this group is to ensure that women participate actively in programmes with an intersectoral focus that integrates the biological and cultural characteristics of women and men in their various social, environmental, and economic realities.

The United Nations' Convention to Combat Desertification in Those Countries Experiencing Serious Drought and/or Desertification, Particularly in Africa was ratified by Congress and the National Executive under Act No. 24,701, which incorporates the said Convention into domestic legislation.

This Convention confirms the importance of the role of women in the fight against desertification, especially in rural areas, as well as the need to incorporate women in all levels of the Action Programmes to Combat Desertification and Offset the Effects of Drought.

The Department of Natural Resources and the Human Environment is the implementing authority in matters related to desertification and soil conservation.

At the first Gender and Desertification Workshop, held on 3 December 1997, emphasis was given to the need to incorporate a gender perspective, in a crosscutting fashion, within Argentina's National Plan of Action. A specialist consultant was hired for the event, with UN financial support.

The new National Action Programme, which incorporates a gender perspective, was presented to the various provincial focal points, and to governmental and non-governmental agencies, for their evaluation and approval. At the workshop of 30 March 1999, which was attended by the provinces and various agencies, participants defined activities for the support and strengthening of women's efforts to combat desertification.

The CNM participated in these conferences and informed representatives of the Provincial Women's Offices about the programme, in an effort to coordinate actions with the appropriate provincial agencies.

Article 15

[Equality before the law]

1. States Parties shall accord to women equality with men before the law.

2. States Parties shall accord to women, in civil matters, a legal capacity identical to that of men and the same opportunities to exercise that capacity. In particular, they shall give women equal rights to conclude contracts and to administer property and shall treat them equally in all stages of procedure in courts and tribunals.

3. States Parties agree that all contracts and all other private instruments of any kind with a legal effect which is directed at restricting the legal capacity of women shall be deemed null and void.

4. States Parties shall accord to men and women the same rights with regard to the law relating to the movement of persons and freedom to choose their residence and domicile.

The country already has pertinent legislation supporting and ensuring implementation of the provisions of this article.

Article 16

[Matrimonial and family law]

1. States Parties shall take all appropriate measures to eliminate discrimination against women in all matters relating to marriage and family relations and, in particular, shall ensure, on a basis of equality of men and women:

(a) The same right to enter into marriage;

(b) The same right freely to choose a spouse and to enter into marriage only with their free and full consent;

(c) The same rights and responsibilities during marriage and at its dissolution;

(d) The same rights and responsibilities as parents, irrespective of their marital status, in matters relating to their children; in all cases the interests of the children shall be paramount;

(e) The same rights to decide freely and responsibly on the number and spacing of their children and to have access to the information, education and means to enable them to exercise these rights;

(f) The same rights and responsibilities with regard to guardianship, wardship, trusteeship and adoption of children, or similar institutions where

these concepts exist in national legislation; in all cases, the interests of the children shall be paramount;

(g) The same personal rights as husband and wife, including the right to choose a family name, a profession and an occupation;

(h) The same rights for both spouses in respect of the ownership, acquisition, management, administration, enjoyment and disposition of property, whether free of charge or for a valuable consideration.

2. The betrothal and the marriage of a child shall have no legal effect, and all necessary action, including legislation, shall be taken to specify a minimum age for marriage and to make the registration of marriages in an official registry compulsory.

The same situation exists with respect to the administration of assets of uncertain origin jointly owned under marriage (Article 1,276 of the Civil Code), with Bills having been presented to Parliament, with a view to the article's amendment.

With respect to the need for new legislation on maintenance for minor children, designed to be more effective in terms of ensuring payment of such maintenance, a Ministry of Justice Committee is presently preparing a Draft Bill concerning Failure to Fulfil Family Obligations.

Congress is presently studying a Bill, backed by half of the nation's Deputies, proposing a National Registry of Maintenance Delinquents. The Bill underwent amendment in the Senate and was sent back to the House for its consideration.